

STAGE 1

Denial: No Problem

The absence of women from executive levels is not regarded as a problem or a core business issue

STAGE 2

The problem is women

Women's difference is
seen as the problem and
the solution lies in
women learning to adapt
to (male) norms

STAGE 3

Incremental adjustment

The organisation recognises that there is a problem but sees that it will be solved by adjustments at the margin to allow access to individual women. One or two targeted appointments are made of women who already have a track record and who are not seen as 'high risk'

STAGE 4

Commitment to a New Culture

The exclusion of women is recognised as a symptom of deeper problems requiring solutions focused on the existing culture.

Initiatives examine the way things are currently done and the need for inside – out change

(Amanda Sinclair in Doing Leadership Differently pg .19)

