Leading for change

A blueprint for cultural diversity and inclusive leadership*

of Australians have a non-Anglo-Celtic background, yet they only represent:



<5%

of ASX200 CEOs





of elected members of Australian Parliament



0%

of Australian University Vice-Chancellors

Do we have leadership that is fit for today's Australia?

Achieving change is never easy, but it can be done. We believe it requires action in three areas: leadership, systems and culture.







Those leaders
who are most
successful in
advancing
diversity
understand it
both as a moral
and business
imperative





Systems

Gathering and reporting data on cultural diversity gives a baseline for measuring future progress
What gets measured gets





Culture

None of us is free from bias or prejudice. Organisations may need to redefine their assumptions about leadership





Progress takes time – and demands leadership. 55

The way forward for Australian businesses



Measuring cultural diversity: gathering and reporting on key data will provide a baseline for measuring future progress



Dealing with bias and discrimination: regular training and education is required to counter bias and discrimination



Leadership: senior leaders must have 'skin in the game'



Accountability and targets: realistic targets must be embedded into the organisation's strategy, performance and policies



Professional development: cultivating diverse leaders may require organisations to challenge and redefine their assumptions about leadership



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