

OPTIMISING WOMEN AND BUSINESS

Gender balance in business is a major issue globally.

Companies are facing an intensity of focus from shareholders, Government and the media about the gender composition not only of their Board but also of senior management positions. Pressure to increase the number of women in business is growing.

Forward thinking companies are embracing gender balance and reaping the benefits.

Optimiss Consulting helps firms increase the number of women in their organisation. We do this by focusing on targeted retention strategies and the recruitment of female talent.

We help you build a vision and path with key stakeholders to improve your company's culture, policy and leadership and generate collective energy for change.

Our advisory work focuses on the key areas of leadership, communications, culture and policies within a firm.

- We identify champions of change as well as roadblocks and areas of strength or weakness for gender diversity across the firm.
- We recommend change techniques that avoid conformity and practices that we know aren't working.
- We bring a new perspective including engaging with both men and women in the organisation to bring about the change.

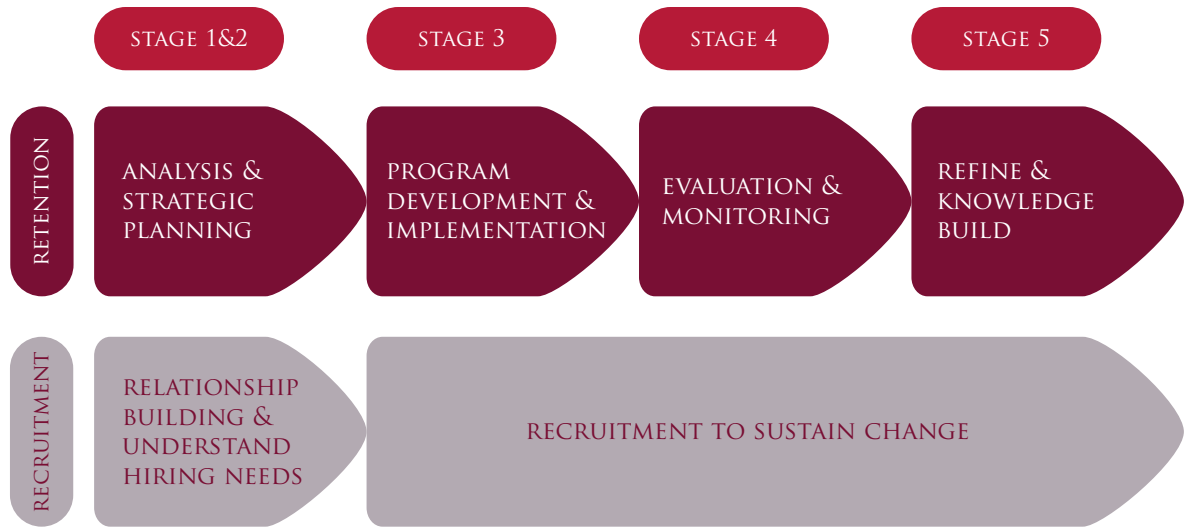
ANALYSE
THE CURRENT
SITUATION

OPTIMISS
SOLUTION

BEWARE "BEST"
PRACTICE

ENGAGE A NEW
PERSPECTIVE

Our full range of services to assist companies in increasing the numbers of women sits across the following workflow areas for retention and recruitment. We find that firms vary in their progression against this workflow.



The Optimiss team are experienced practitioners in finance, gender equity, human capital, organisational change, business, communications and corporate governance.

We can deliver gender diversity strategies and policies that position you as a leader in your field. We will not only increase your retention of female staff but also improve your recruitment of female talent and deliver your business a long-term, sustainable point of difference.

We treat our candidates as clients too, and our aim is to bring together talented women with the businesses committed to a diverse workforce for the mutual benefit of all.

The Optimiss Consulting team is committed to partnering with firms that are prepared to take the important diversity challenge seriously. We come from the world of business and finance and understand the challenges that businesses face in attempting to increase the numbers of women. We are leading the market with our work, creating new practice not best practice and we are optimistic for the future.

BE PART OF THE CHANGE WITH US.