



WE Connect

Connecting women in renewable energy

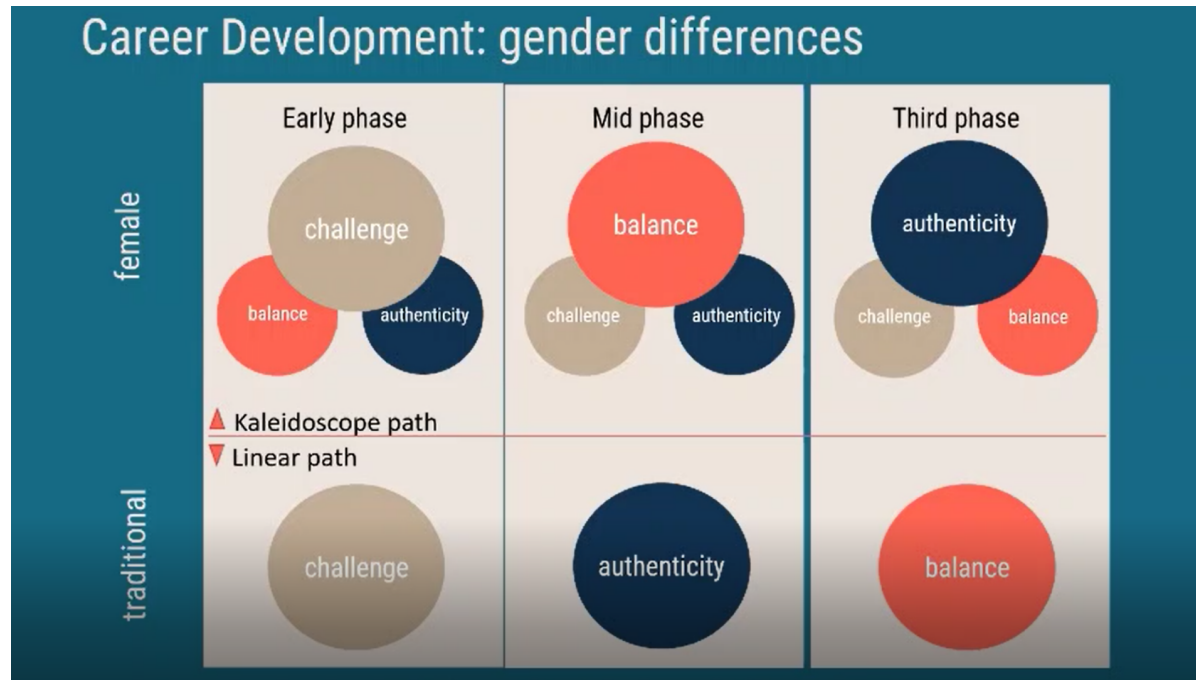
The month that's been

WE Connect is celebrating Women's Month and are excited about some of the strides made in the last few weeks. South Africa has joined Generation Equality, a global campaign to achieve gender equality by 2030. In July 2020, the [JSE](#) announced that it will be offering four months paid paternity leave. A clear timeframe to reach gender equality and equal parental leave are certainly celebration worthy.

Overall, we've come a long way, but this decade, we will have our work cut out for us as we edge towards gender equality. Globally, women make up less than a third of the renewable energy workforce. The majority of coronavirus related redundancies have been females. These figures are jarring since the economic benefits of a diverse workforce are well understood. A [recent study](#) found that organisations with 30% of their executive roles filled by women achieve 13.7% higher net profit than companies with no women on their executive committees. One cannot help but wonder why we still have so few women in leadership positions?

During our two July 2020 events, we heard from Melany Green, an executive coach and owner of Great Expectations, who shared some of the reasons why the female talent pool tend to shrink at the top of the corporate ladder, and what can be done about it. When looking at the three key

stages of a typical career, both women and men value **Challenges**, **Authenticity** and **Balance**. It was insightful to learn that men tend to value one of these per phase, whereas women tend to value all three in all three phases, with a strong emphasis being placed on either Challenge, Balance or Authenticity.



The mid-phase typically coincides with the time when decisions are taken around family planning. This is when women are most at risk of leaving the workforce. Although women tend to strongly value Balance during the mid-career, there's still a need for Authenticity and to remain Challenged. In trying to find balance in an outdated system that was designed many decades ago, line managers play a major role in ensuring that women are supported and offered the flexibility required to enable finding balance while taking on challenges.

We can fill three newsletters with all the insights, but it may be better to get the information first hand. Feel free to email us to obtain a copy of the event recordings.

The physiology of bringing new life into the world is not going to change. If we want organisations to flourish and benefit from women in leadership positions, we need to work together to change the outdated systems in which we operate. The lack of women in the workplace is not a women's issue. Its an issue *about* women, but it really is an issue that requires everyone onboard if South Africa's Renewable Energy sector is to achieve gender equality by 2030 to the economic benefit of all.

The secret of change is to focus all of your energy, not on fighting the old, but on building the new.

The month ahead



This August we are exploring how to lead authentically

What does it mean to lead authentically and how do you find and stay true to your authentic style in a male-dominated space? We have two experienced speakers lined up to explore this theme. To hear from our speakers, [Yolanda Mabuto](#) and Dr [Johann Oostenbrink](#), go and register via zoom to secure your spot for the upcoming event.

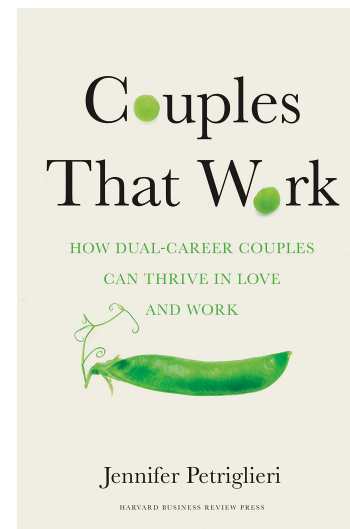
Event: "How to lead authentically" **20 August 2020** 17:00 - 18:00

Everyone in the renewable energy sector is welcome to join!

What we are Reading, Watching, Listening

Book for dual career couples

In *Couples That Work*, Jennifer Petriglieri rejects conventional, one-size-fits-all solutions and instead focuses on how dual-career couples can tackle and resolve the challenges they face throughout their lives--together. This book comes highly recommended.



Body language

With more online meetings, you may think that body language plays less of a role. However, the slightest slouch online can communicate weakness without you saying one word. If you haven't watched Amy Cuddy's Ted Talk on body language and the power of a power pose, check it out (click on image for the link)



Happy Women's Month! Let's continue to build a powerful network of people working in renewable energy energised to be part of #IamGenerationEquality.

The WE Connect Team,



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