

An abstract graphic on the left side of the slide, consisting of several nested triangles of different shades of blue and purple, creating a sense of depth and geometric complexity.

Laidlaw Scholars

Columbia Business School

26th October 2018

“I owe a debt to repay to women the opportunities that they deserve.”
Lord Laidlaw

Laugh So That We Don't Cry

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"The local business journal wants to do an article on the 10 most powerful women in our company. Quick, go hire 7 more women!"



"FORTUNATELY WE DON'T HAVE A GENDER PAY GAP, HERE."

An MBA From A Top School Is Hard To Dismiss



"It was her idea, but I tightened it into a concept."



"That's an excellent suggestion, Miss Triggs. Perhaps one of the men here would like to make it."

“You were literally decades ahead of your time in not caring a jot about gender, religion, sexual orientation or colour in your hiring and promotions.”

Me to Lord Laidlaw

Battling Entrenched Bias

- “Of course it has to be led by a man. It is a very challenging position.” Al Baker, Qatar Airways, IATA Annual Meeting
- “I don’t think women fit comfortably into the board environment.”
- “There aren’t that many women with the right credentials and depth of experience to sit on the board – the issues covered are extremely complex.”
- “Most women don’t want the hassle or pressure of sitting on a board.”

And Extraordinary Complacency

- “Shareholders just aren’t interested in the makeup of the board, so why should we be.”
- “My other board colleagues wouldn’t want to appoint a woman on our board.”

My Personal Favourite

- “All the ‘good’ women have already been snapped up”

As if there were a finite number of us with brains and business acumen.

“A gender balanced company is likely to produce higher profits, be more creative, a better place to work, and be more customer oriented than one that is dominated by one gender.”

Lord Laidlaw

Perhaps Informa Forgot the Ladies Restrooms



So What Can Be Done?

- Measurable goals with clearly defined timelines
- Supportive public policy that acknowledges that the status quo is unacceptable
- Change driven by those in power
- A concerted and consistent series of actions and programmes, from schools to boardrooms – and particularly business schools

Your Success is Measurable

- Salary
- Job role
- Promotions
- Discoveries
- Launches
- How you change the world

*Please be sure to tell
us about it*

The World Needs to Change



**“I’ve hit the glass ceiling so many times,
my hair smells like Windex.”**

**It is time,
We are depending
on you.**

Lord Laidlaw Wishes You Every Success