

Executive Leadership  
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Gateway2enterprise

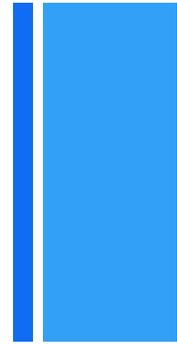


# + What do we do

- Gateway2enterprise Provides support and funding to SME's (Small to medium sized business)

We offer a range of other supportive services:

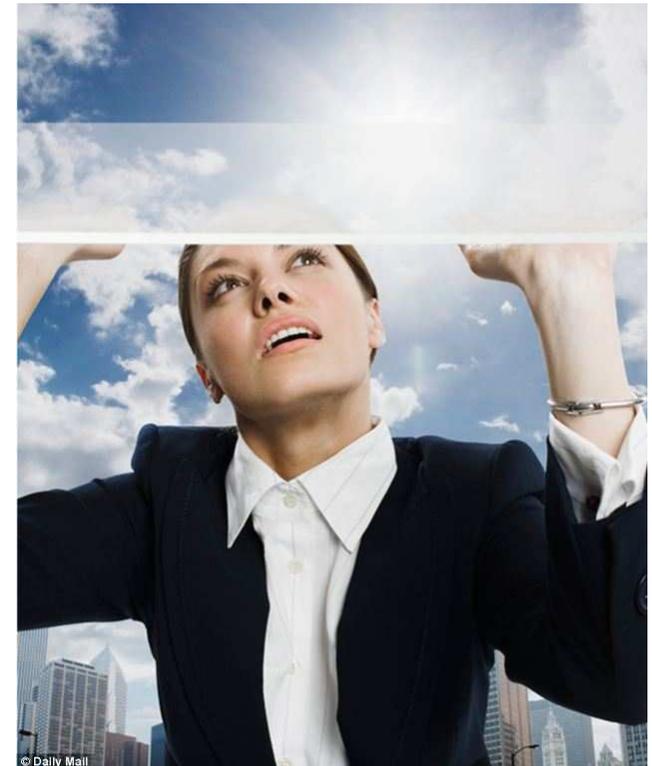
- Alternative Finance Comparison free platform which is without obligation
- Growth Business Mentoring
- Business start up tools – Business Plan etc
- Business Financial Health Checks



# + Executive Leadership – Career Progression in Women

## Glass Ceiling Myth

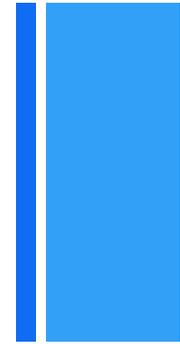
- This term is used to describe a ‘barrier’ which is invisible to prevent advancement in someone’s career in this instance Women.
- According to a Report ILM 20122 most women aspiring to senior management positions believe the glass ceiling to career progression still exists.



# + What Men think?

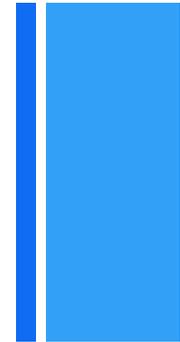
The statistics of what Men/Women think about the glass ceiling.

- 73% of female respondents felt barriers still existed for women seeking senior management and board-level positions in the UK.
- In contrast, just 38% of men believed there is a glass ceiling.
- But then it lifts as Women Warriors take the lead in business as 24% of women under 30 expected to start their own businesses within 10 years, compared with 20% of men!





# Choices for Women not for Men

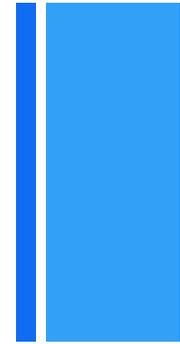


- Penny de Valk, the Institute's Chief Executive, said the pressure on many women to combine childcare with career aspirations was "part of the cocktail".
- If large organisations wanted to nurture the talent of their best female employees, they needed to start challenging some of the unwritten rules of what senior management roles looked like.
- "It's not that women are risk-averse; younger women in particular are incredibly ambitious around entrepreneurial activity. Yet we can see that a promotion path within a large organisation is almost seen as riskier for them, on a personal basis, than going out and setting up their own venture," she said.



# + Are Leaders born or Made?

- Regardless of Gender and any barriers whether obvious or not Leaders are born not made in my opinion and Great Leaders don't normally make great Managers.
- Of late in the UK 2015 and on Social Media there are many debates on this subject and now many Boards in the UK have been set up to tackle this issue of Gender discrimination.
- I myself have been asked to speak at the Women's' Power Conference Liverpool March 2015 having just been a Speaker at the Liverpool Women in Business Conference Feb 2015.
- I am very cautious of having myself stereotyped into championing this 'Glass Ceiling' as I find it a myth as Women who wish to succeed go on to have successful businesses.



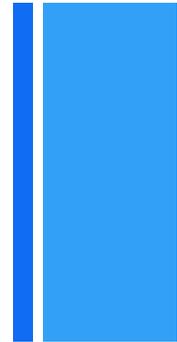
# + Stereotype Roles – Disruptive

[www.gateway2enterprise.co.uk](http://www.gateway2enterprise.co.uk) was in the Finals of the Innov8 Google Awards 2015

No surprise there that there were no women in the Competition and no women Pitched

I took the Financial World to the Digital World in 2014 and was the 2<sup>nd</sup> organisation in the UK to take on the Banks – Alternative Finance Market

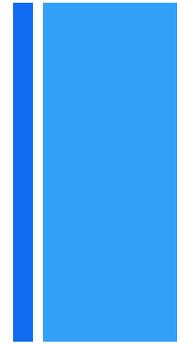
There are now 30 Competitors in the UK in this Market.



# + Executive Leadership

## What this means to me

- **I am now the CEO and became the Manager of my own Digital Team in Jan 2015 when my Creative Director left and was bought out.**
- **What a learning curve and I thought they needed my Executive Leadership skills but I went in all guns blazing**
- **It was hands on Managing they wanted. To be part of their Team**
- **I have an open door policy – contact me 24/7 – weekly Team Meetings and they bring their ideas to the Team**



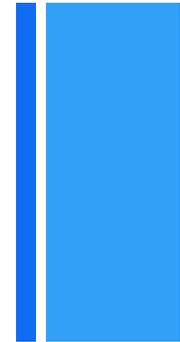
# + Career Progression

- Managing a small Digital Team without these skills

Example: Jack – Junior member started Oct 2014

June 2015 Promoted to Digital Team Leader

What did we learn from this

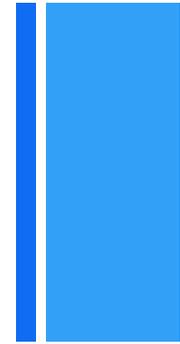


# + Worlds Most Powerful Women 2015

- The world's most powerful woman, German Chancellor [Angela Merkel](#), has a lot on her mind these days: Mediterranean migrants, Russian sanctions, home-grown spying scandals.
- [Hillary Clinton](#) has appeared on this FORBES ranking every year since it launched in 2004 as, in order, a senator, secretary of state and influential personality. In 2015 Clinton is No. 2.



# + Conclusion – Contribution to Women in their Life



Not only in Business to support other Women

Politics – Community – Family –

Daughter – Friend – Colleague – Sister – Mother –  
Grandmother

Balance in life to support other Women to become Women  
Warriors

What are you doing to support our journey?