

Corrie van der Wath

Gender Diversity and Transformation

MATLENG
MAKING **ENERGY** HAPPEN

Introduction

- VUCA World (Volatile, Uncertain, Complex and Ambiguous)
- Statistics
- Self-Development
- Industry
- Key Drivers (Diversity and Transformation)

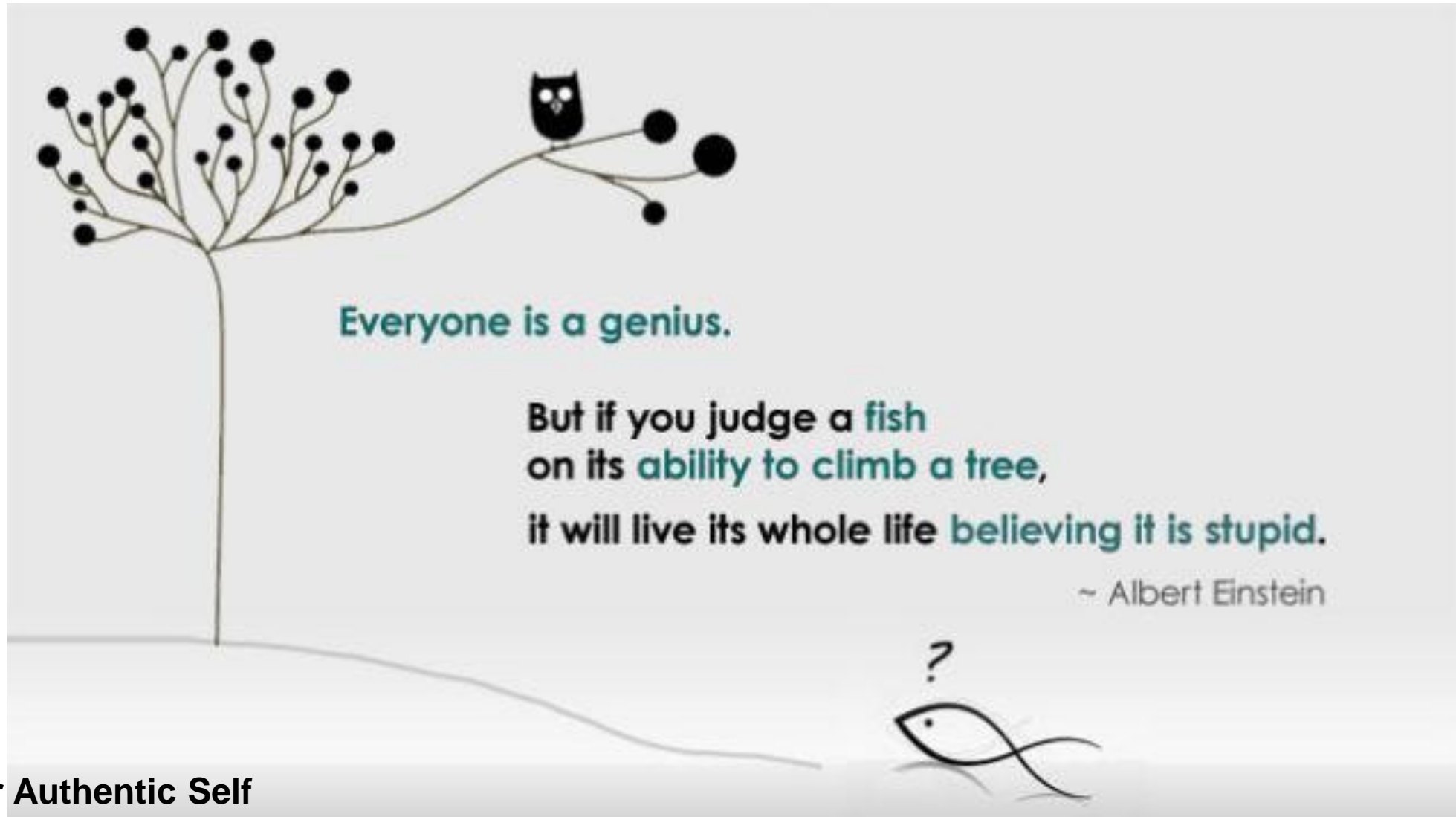


Statistics

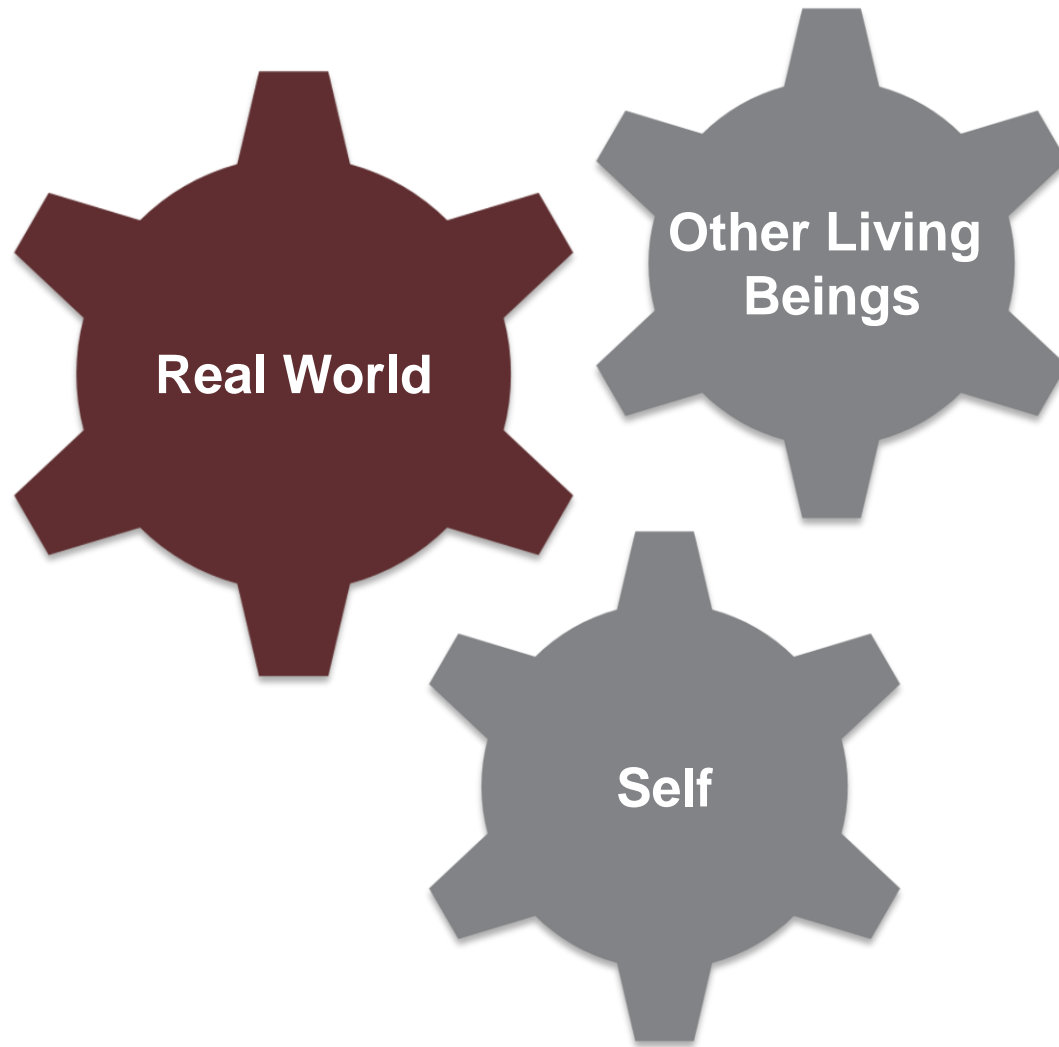
- Female Participation (Mid 30%)
- Female Participation in Leadership (Low)
- Female's feedback on Progress (Above 52% Positive)
- Value in Gender Diversity (Above 80%)
- Room for Improvement (Diverse Companies Do Better)
- *Focus on the Individual*



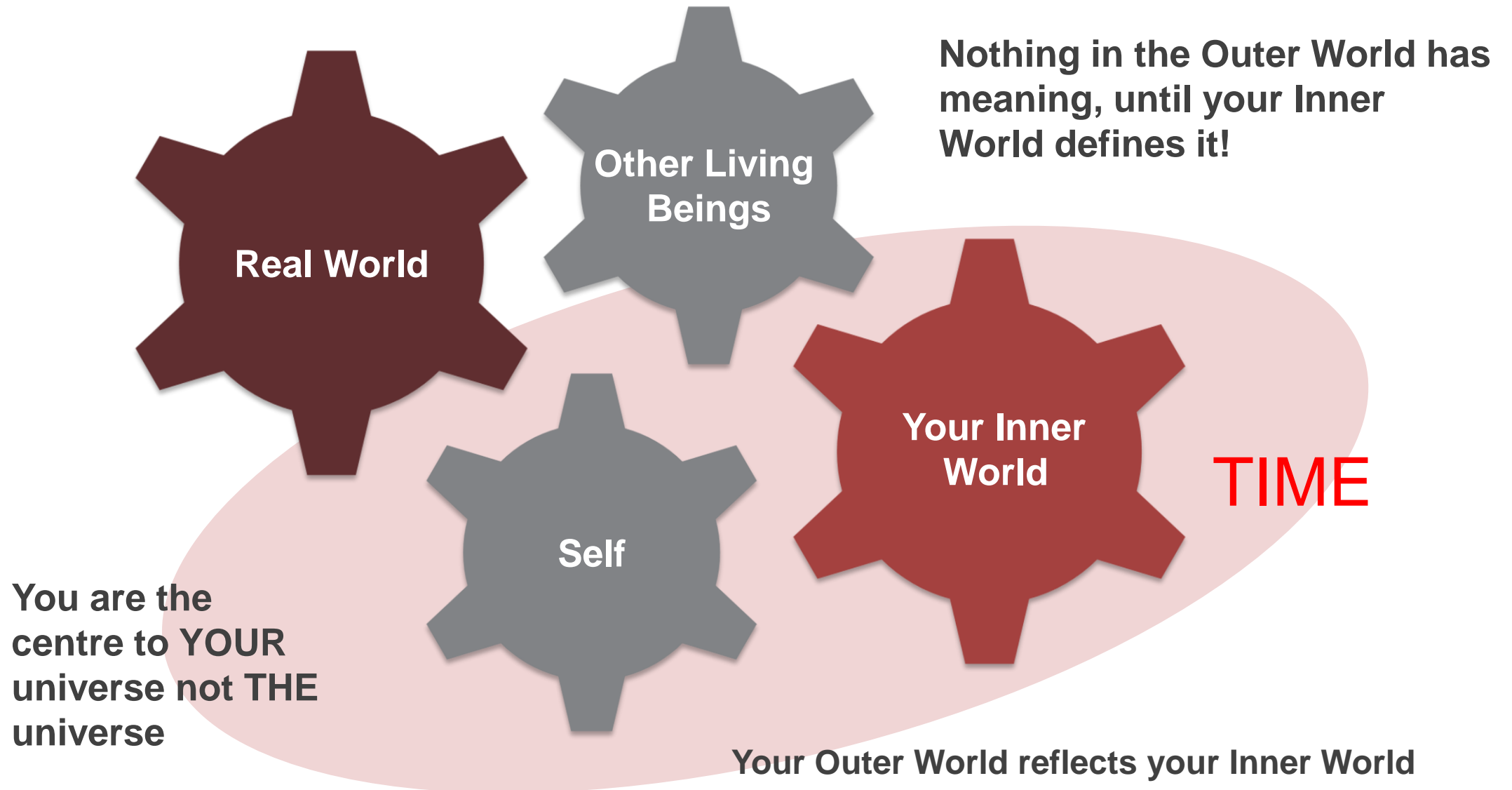
Diversity - We Differ From Each Other



Engineering Playing Space

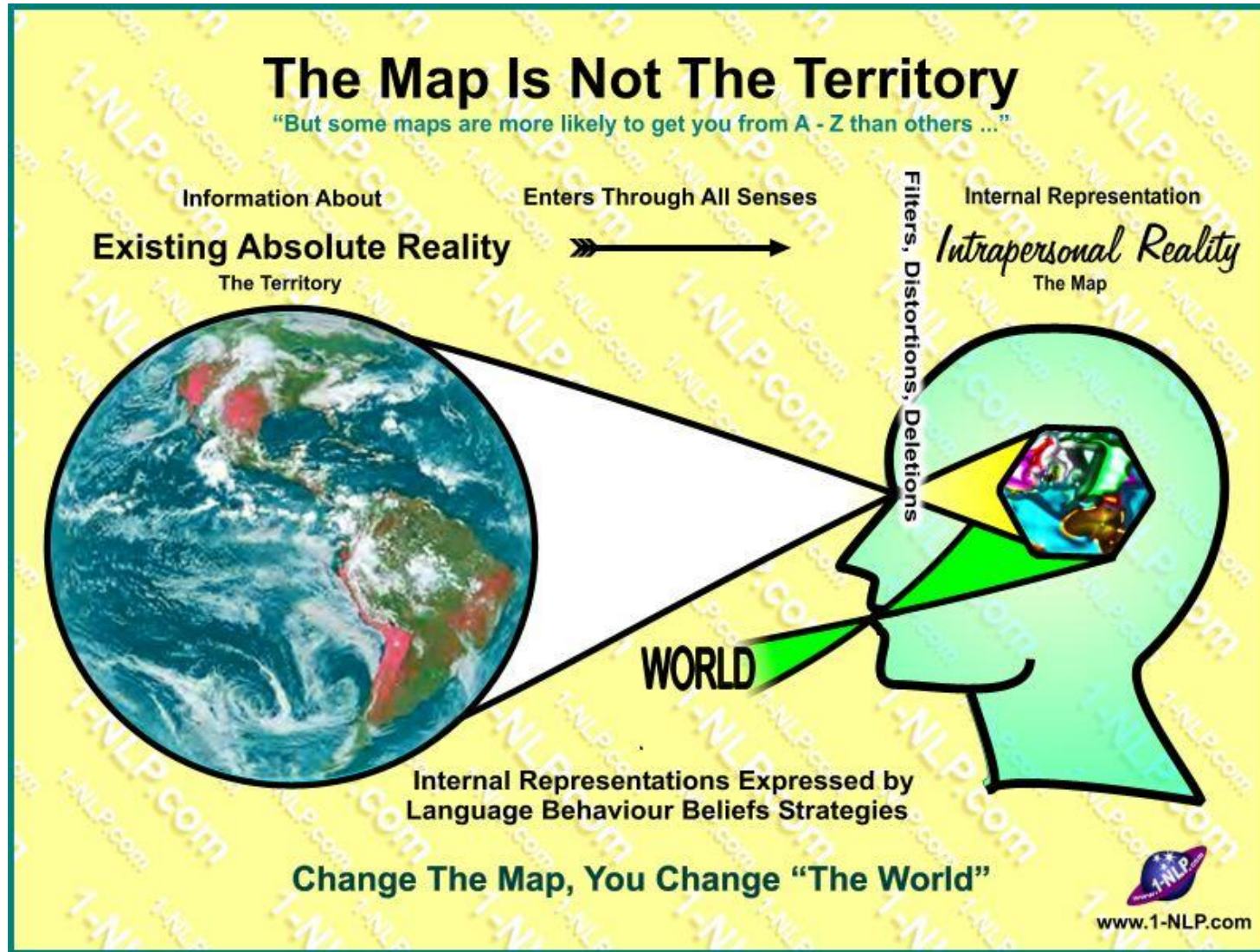


YOUR WORLD



Neuro Linguistic Programming (NLP)

The Map Is Not The Territory



TIME

Copy

N

Building Your Map (World)

- How Many Corrie's? (Is reputation important?)
- Meaning of a Word – Red

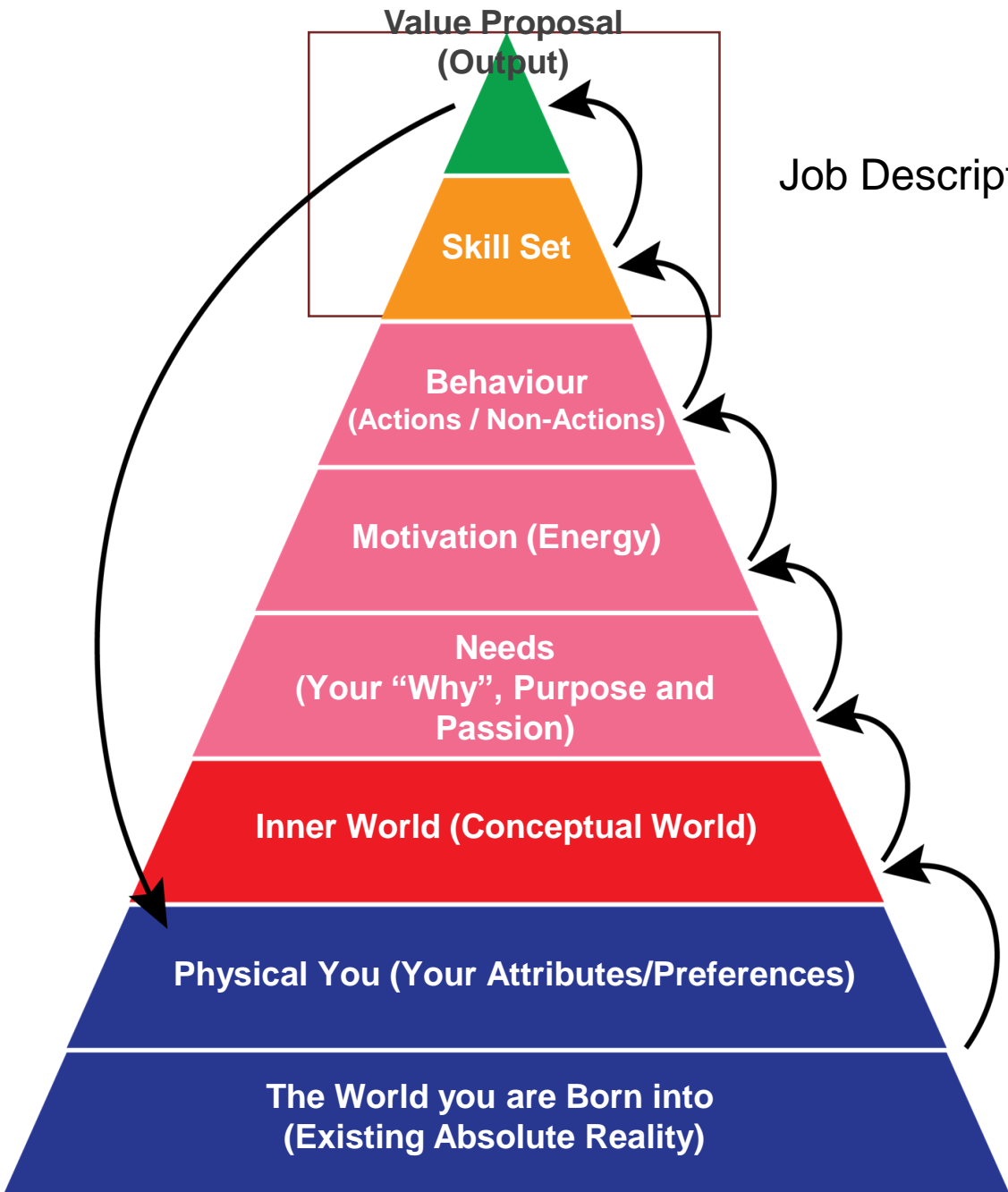


What is the Color of the Dress?



Dancing Lady...

N



So, Who Am I?



Self-Development

- Do what you Love (Who am I)
- Education and Training (Theory)
- Empowerment and Experience (Practice)
- Skills Development (From Entry Level to C-Suite)
- Differentiation and Integration
- Master of Your Craft
- Practical Mentorship – Job Exposure – Support
- Know Your Business (People, Skills, Product, Systems, Profit)
- Know Your Industry
- Your Unique Value Add (1:100)



Industry

- Economy
- Clarity vs Harmony, and Not Glamorous
- 4IR Impact – A New World
- Various Sectors (Government, Statutory / Regulatory, Construction, Consulting, R&D, Manufacturing / Suppliers and Support)



10 Key Drivers

- Awareness
- Different Opportunities / Different Levels (Explore It)
- Self-Development (create your space)
- Mentorship
- Support Structures
- Pipeline Improvement
- Fall Out Numbers
- Leadership and Culture
- Funding Allocation
- 4IR – Less Physical more Technological





THANK YOU

