



Welcome to this edition of options@work. We are discussing 2 critical issues this time 'round:

1. Women in business leadership
2. Corporations, people and services that are associated with OCG that can help you

I welcome your comments on this issue NO: 2 & hope you enjoy the read.

Regards,  
John Gilbert

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## WOMEN IN THE BOARDROOM

Affirmative action and gender balance at Boardroom level has been a topical issue for many years and brought to light recently by one of our clients – a global corporation with A&NZ operations.

As a result, Options Consulting Group wants to share some interesting information with you.

Overall, women make up nearly half of the total employment figures at 48.5% of 3,891,900 employees<sup>1</sup> across all industries, however, they are more likely to be in lower management and part time employment.

We want to identify women in leadership, focusing predominantly on the manufacturing sector, which is our specialised field.

It is apparent from our research that women are underrepresented in the manufacturing industry in Australia. In most manufacturing enterprises, women are more likely to be employed in administration and process manufacturing roles to front line Supervisor level rather than in the core area of business.

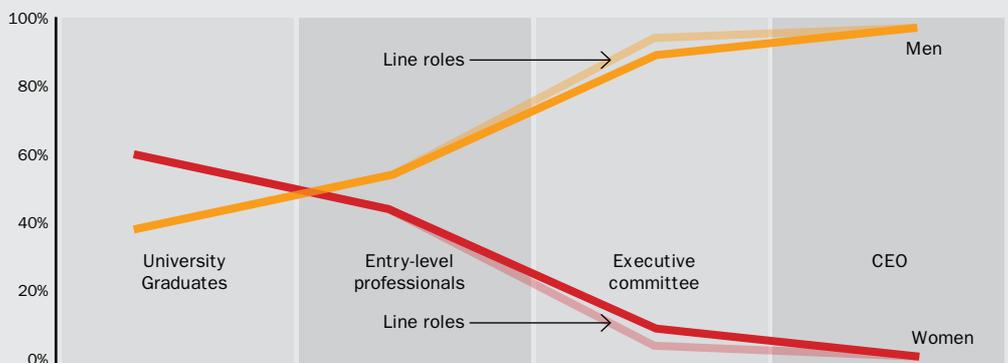
Women have a more prominent representation in white-collar industry, yet struggle with numbers in blue-collar industry possibly stemming from gender stereotypes that influence educational decisions.

While the increasing number of women participants in the workplace brings many benefits, the number of women dwindle as we climb the managerial ladder across all disciplines.

It is widely accepted that factors such as stereotypes are socialised from an early age, which in turn contributes to the occupational and educational choices. Research indicates there is a strong case for ensuring females are given more information about career choice and opportunities at school, with encouragement to consider careers in what have traditionally been thought of as 'male roles'. These often require the study of science, engineering, technology, and mathematics.

The Australian Financial Review<sup>2</sup> published research showing a national decline in the number of females studying math and science in high school. Just 6.6% of females sat for advanced mathematics in 2013, half the rate for males and a 23% decline since 2004. In NSW only 1.5% of females undertake advanced maths, physics and chemistry. Research also shows a higher percentage of women graduating from universities than men, however, following this, there is a gradual decline in the workforce leadership ladder in comparison to men<sup>4</sup> as seen in the graph below.

Further research into gender trends for the manufacturing industry, shows there is an obvious lack of female presence, with this gender only occupying 26.6% of the 371,937 current employees<sup>1</sup>.



"Gender Jaws" – Representation in ASX 200 companies<sup>4</sup>

Men have a strong presence in management positions within the manufacturing industry, as they hold 95.1% of CEO/ head of business occupations in Australia<sup>1</sup>. Women occupy more than half of the non-management positions, especially in administrative and personnel service roles.

The only sector of manufacturing that women feature more than men is textile, leather, clothing and footwear manufacturing and there is also a higher percentage (76.6%) of women working part-time in this industry<sup>1</sup>.

On the professional platform of [LinkedIn](#), we identified that from the 28,105 active Australian members represented across 3,342 companies in the manufacturing space, only 10% of these members are female.

OCG approached a number of global companies represented in the Australian manufacturing industry to find out whether they have policies and/or programs specifically tailored to enhance female promotion to the Executive and Boardroom level.

[Bostik Australia Pty Ltd](#) provided us with information about the streams of work coupled with gender in this respected manufacturing corporation; balancing gender is not a priority, hiring is purely based on merit and “best fit” for each brief. Anita Jardine, Human Resources Manager in Australian Operations, is the only woman to reach an executive management position in the history of Bostik Australia. The next level is beginning to get female representation but is still a struggle due to the lack of industry interest from females – out of 150 production jobs, there are only 3 filled by women.

On top of Anita’s career achievements, she is an active member of [Business Chicks](#), an ever growing network conducting programs and events to reward and recognise women in the workplace, connecting people for support, sharing ideas and motivation ideals.

[Dow Chemical \(Australia\)](#) is an active contributor to [Champions of Change](#); a collective leadership group composed of males to elevate the issue of gender equality nationally and internationally.

Another organisation working toward the promotion of women in non-traditional roles is [National Association of Women in](#)

Operations (NAWO). They aim to keep women excited about operations, retain women in positions and the industry, and develop support for women through tough times.

In summary, it would appear that women in leadership make up no more than 20% of the executive workforce in manufacturing. [Workplace Gender Equality Agency](#)<sup>3</sup> does provide us with online reports/ surveys/ data which is available on their website. If you would like more detailed information about this topic, it makes for some very interesting reading.

OCG actively supports gender diversity and equal gender representation in the Boardroom & Executive management level, however, in our experience we have found the success in achieving this outcome is largely influenced by the following factors:

1. Company structure and size
2. Employers willingness to invest in tailored skills and personal development programs to enhance promotional prospects for women
3. Willingness of women to accept the challenge of moving into “non-traditional” roles

Over 25 years of service to Australian manufacturing the general approach adopted by [OCG](#) is to present the best suited candidates for each role, actively encourage our clients to consider all contributing factors influencing the hiring decision and not have gender bias cloud the decision making process.

Would you like to contribute to our conversation – join our forum on [LinkedIn](#), Women in the Boardroom - Leadership.

1 WGEA Data Explorer: Gender Composition. (2013-2014). Workplace Gender Equality Agency. Retrieved from: <http://data.wgea.gov.au/>

2 Pilling, R. (2014, July 1). Decline in Science Students a Danger to the Economy. The Australian Financial Review. Retrieved from: <http://www.afr.com/news/policy/education/decline-in-science-students-a-danger-to-the-economy-20140701-jgqso>

3 Public Reports. Workplace Gender Equality Agency. Retrieved from: <https://www.wgea.gov.au/public-reports-0>

4 McKinsey, Women Matter: An Asian Perspective (June 2012); WGEA, 2012 Australian Census of Women in Leadership; Graduate Careers Australia, Australian Graduate Survey 2012



Gender Composition<sup>1</sup>

## NPAWORLDWIDE



OCG is an active member of [NPAworldwide](#) since 1998 which enables us to have a global reach in the recruiting industry. This is a cooperative network of independent recruiting firms working to meet your needs locally, nationally or internationally.

Visit the revamped [NPAworldwide](#) website and be amazed how OCG can better assist your recruiting and talent acquisition needs.

## OMAN

An exciting new business partnership has emerged with a renowned law firm with a network of offices in the GCC (Gulf Cooperation Council members) countries of the Middle East; [OCG](#) seeks expressions of interest for a suitably qualified and experienced Senior Lawyer to head their Muscat, Oman office. Go to [OCG](#) for full details.

## INTERIM MANAGEMENT / CONTRACTING

Often overlooked when trying to solve your people shortage problem, contracting expertise for a fixed period is a viable option for delivering projects or meeting planned/unplanned staffing needs. [OCG](#) can provide contractors to cover most disciplines and at short notice with competitive rates. If you have any future or potential contracting requirements let us know now so we can prepare in advance to service your needs more efficiently.

## OCG ALLIANCE PARTNERS



**Campbell MacKintosh**  
CCEO, BA Accountancy

Consultant/advisor to SME business owners assisting business performance optimisation.

Demonstrated experience in the unique dynamics of doing business in Asia.

Facilitate profitable business growth through targeted and dynamic sales and marketing strategies coupled with structured and effective financial and operational management.

Please get in touch with [OCG](#) if you need more details.



**ANTHONY RANIERI**

An experienced HR professional with extensive knowledge in managing human resources and employee relations for over 15 years. Anthony is one of a few professionals pushing the boundaries of Human Resource excellence by leading continuous improvement projects that grow capability and operational efficiency.

He is also a Career and Job Search Expert and creator of the 6 Week Job Search System. A successful published author with Random House and a keen writer. His popular book; How to Find a Job in 6 Weeks has been sold throughout Australia and New Zealand.

OVER 25 YEARS OF EXCELLENCE  
*Delivering Executive Recruitment*



## 25 YEARS ON...

I'm extremely proud to say that 25 years on we have not lost our vision, drive, commitment – AND, over the journey we have developed a realisation that our modus operandi is that of a problem solver\*!

When setting out on this fabulous journey in 1990 I wrote: -  
*"It is a time of great challenge for Australian business. We believe the demands placed on Australian management through greater international competition & industrial restructuring will continue beyond the 1990's.*

*In this environment of fundamental change, the need for excellence in the selection, training, & utilization of highly skilled management and technical staff is paramount.*

*Options Consulting Group is committed to working closely with our clients in taking up this challenge by providing a full range of human resources services based on a thorough understanding of each client's business and their aspirations for future development".*

25 years later, I'm very proud to say our dedication to this approach has enabled [Options Consulting Group](#) to distinguish itself in an industry which suffers from a mixed reputation for delivering service and outcomes.

What of the future – Our team and services will continue to evolve to meet your needs - however our vision and commitment remains as clear and relevant as it was in 1990!

I am sincerely grateful and wish to acknowledge everyone who has contributed to our longevity and stability through these turbulent years and who continue to see us as their business partner/trusted advisor.

Yours Sincerely



**John Gilbert** – Principal

\*Problem Solver definition: - a thinker who focuses on the problem as stated and tries to synthesize information and knowledge to achieve a solution.

## Meet The Team

A significant and distinguishing feature of Options Consulting Group is the business acumen and stability of our team which continues to foster long term and highly valued relationships with our client and candidate stakeholders.

Our team of Executive & Professional recruiters – John Gilbert, Chris Wood, James McVey and Kate Lacey are experienced in the industry; each has been successful in their professional capacity before joining Options Consulting Group.

The team is further complimented by a network of Associates, each an expert in their field delivering Human Resource Strategy & Compliance Solutions; including industrial relations, remuneration and benefits.

### JOHN GILBERT

Principal



John has built a distinguished career in Executive recruitment since 1985, establishing Options Consulting Group in 1990. Underpinning John's continued success in this highly competitive industry are his values and driven approach to delivering on all stakeholders' expectations.

Prior to his career in Executive & Professional Recruitment, John's professional experience included executive roles in Sales & General Management, nationally & internationally, in addition to executive representation on national industry bodies.

[jgilbert@optionsgroup.com.au](mailto:jgilbert@optionsgroup.com.au)

### CHRIS WOOD

Senior Consultant



Chris Wood joined Options Consulting Group in 1996 after a career in sales & marketing within packaged consumer goods and industrial products companies, both privately owned and large global corporations.

Chris has built a reputation amongst our clients as a knowledgeable and intuitive advisor who develops an understanding of each role pays close attention to 'fit to culture' of the client business.

Candidates respect his understanding of the roles he is recruiting as well as the broader picture of the business they are considering joining.

[cwood@optionsgroup.com.au](mailto:cwood@optionsgroup.com.au)

### KATE LACEY

Consultant



Kate is a specialist recruiter in the disciplines of Office & Administration roles. She is widely acknowledged as one of the top consultants in this field - a ranking achieved over many years whilst working for a global leader in recruitment.

Her many achievements include responsibility for managing Key Accounts across a variety of industry sectors and a solid reputation for delivering quality service outcomes.

Outside of work, Kate is actively involved with her children in a variety of school & sports activities.

[klacey@optionsgroup.com.au](mailto:klacey@optionsgroup.com.au)

### STEPHANIE MACFARLANE

Marketing and Communications Co-Ordinator



Coming from a sporting and entrepreneurial background, Stephanie is the newest member to Options Consulting Group, bringing fresh and innovative ideas to continue building this well-respected company.

Her expertise extends to social media, concentrated industry branding, targeted marketing and digital communications.

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### JAMES MCVEY

Senior Consultant



James has gained an excellent reputation in the Melbourne recruitment market since beginning his career in 1998.

During his 15 years in the industry James has consulted and recruited across all level of positions spanning the IT industry from Helpdesk through to senior management roles up to CIO level. James has covered both highly technical, senior sales and business focused roles across contract and permanent requirements.

James prides himself on an honest and ethical approach in everything that he does.

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