



WOMEN KEY TO IMPROVED PEOPLE MANAGEMENT SKILLS IN CORPORATE AUSTRALIA

Dr Ben Palmer, Director of Research and Development at Genos, comments on the 2006 EOWA Australian Census of Women in Leadership from an emotional intelligence perspective.

31 August, 2006, SYDNEY - Today's 2006 EOWA Australian Census of Women in Leadership revealed that out of the 1,487 different ASX200 board seats, only 129 are taken by women.

Women and men bring different strengths to the board room. Genos has research that suggests having more women on boards and executive teams may help improve one of the biggest and current failings of Australian leadership - people management.

A recent Hudson Survey reported Australian leadership is missing excellent people management skills. The report also stated one of the main underlying contributors to poor people management is a deficit in the ability to identify feelings and emotions, and appreciation of how these influence individuals' thoughts and actions in business.

Emotional intelligence, the skill of perceiving, understanding, reasoning with and managing emotions, has been shown to be key to effective people management, more so than IQ and personality. Genos recently profiled the emotional intelligence of 207 CEOs from across the Australian corporate sector. One of the main findings of the study was that women CEO's have higher levels of emotional intelligence than their male counter parts:

- Women CEOs were found to be more perceptive and understanding of their own feelings at work and are more aware of how their feelings drive their thoughts, actions and performance.
- Women CEOs were found to be better at effectively expressing their own emotions at work. They are typically better than men at generating trust within their teams, and are perceived as more 'genuine' in the workplace.
- Women CEOs were found to be better at perceiving and understanding the emotions of others' at work. From a leadership perspective, women are more knowledgeable on how to motivate and inspire employees, drive them towards organisational goals and obtain the best performance from staff. They are also better at building business relationships with staff and generally have a greater understanding of staff development needs.
- Women CEOs are better at emotional reasoning. They typically gain greater buy-in from staff and stakeholders into the decisions they make at work and may be more intuitive, creative and flexible in their thinking and decision-

making style.

Boards shouldn't appoint women for the sake of statistics or a better leadership report in two years time. They should do it for the sake of their own success as a diverse and highly effective business unit.

**For more information or an interview with Dr Ben Palmer
please contact Marie Najjar at Markson Sparks Publicity
02 9775 7022 | 0408 687 688 | marie@marksonsparkspr.com**

**A copy of the 2006 *EOWA Australian Census of Women in Leadership* can be
downloaded from <http://www.eowa.gov.au/>**