

## **IBM Australia**

- IBM runs EXITE camps to encourage young women to pursue studies in engineering, IT and Science
- An on-line mentoring program is available for students where IBM staff provide advice, academic assistance and career counselling
- IBM Australia set a female hiring target of 32% for 2007, which was a resourcing priority and a key performance indicator for IBM recruitment
- 18.3% of IBM's executives are female - up from 9.4% compared to 2004
- Technical mentors are assigned to assist female candidates pursuing technical qualifications
- Identified high potential women are provided strategic training and development and are monitored regularly for executive succession planning
- IBM has six globally recognised flexible working arrangements – compressed/flexible hours; individualised work schedule; leave of absences; telecommuting; part-time/job share and work at home.
- In IBM Australia and New Zealand further flexible work options include; self funded leave (purchasing extra leave); emergency special leave; Exam/Study leave; Long service leave; paid parental leave and religious observance/cultural holiday
- Parental leave seminars are held to assist employees expecting a child or getting ready to return to work
- 'Flexi' lunches were introduced so that people working flexible hours could share their experiences and provide advice to others
- Hiring managers are required to assess whether an open role can be offered part-time or job shared
- Workshops are conducted to help staff negotiate flexible work conditions and how to work out what is best for them
- Pay Equity Analysis is conducted on a bi-annual basis to ensure comparable pay equity for females
- A cultural change training program called 'Mindset' was introduced to managers to ensure they understood the business imperative for the advancement of women in the workplace and are given tools to help them to create action plans focused on improving the development of women within their departments and business units.

Possible media talent:

- Nicole Fenech, Diversity Program Manager
- Morgan McAllister, Diversity Program Manager
- Megan Dalla-Camina, Director Strategy A/NZ

For further information and to arrange interviews, please contact:

### **Barbara Fonianis**

ANZ Communications – Corporate, Brand & Values Team

0411 045 260

bfonian@au1.ibm.com