

HR Summit 2018

The RISE of Female Talent

Rosie Ranganathan

ECB People Director



What we'll cover...

- Why it Matters
- What We Did
- What Happened
- Lessons Learnt

28%

Of ECB's Workforce are women



12%

Women at upper quartile

22%

Women at upper middle quartile

29%

Women at lower quartile



WHO RUNS THE

WORLD



ICC
**WOMEN'S
WORLD CUP**
ENGLAND & WALES 2017

24 JUNE - 23 JULY

#WWC17

FIND YOUR MOMENT





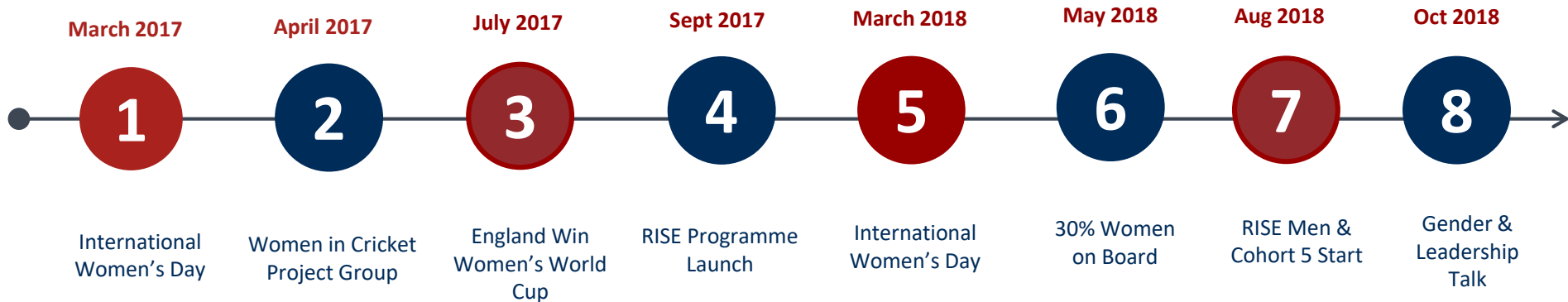
SEIZE YOUR MOMENT





What We Did

A multi-approach, makes the difference





Resilience | Influential | Strong | Empowered

6 Day Programme covering:

- Power, Presence & Impact
- Confidence & Empowerment
- Networking & Visibility
- Managing Relationships
- Career Resilience
- The Empowered Woman Leader



Let me talk to you about Kate...

3 days after RISE

From: Kate

Sent: 15 Feb 2018 16:30

To: Rosie Ranganathan

Subject: RISE has changed me

Firstly, I just wanted to thank you again for the RISE course, I really have enjoyed it.

Secondly, I just wanted to tell you about a meeting I had yesterday with a number of high profile individuals from a variety of different UK sports and some representatives from a government department about new legislation that is coming in in April. Very early on in the meeting I made a suggestion that was shot down in quite a patronising manner. Prior to the RISE course I probably would have spent the rest of the 2 hour meeting sat quietly in the corner in case it happened again but instead, I used what I'd learnt on RISE, took a minute or two to compose myself, and then carried on as if it hadn't happened. By the end of the meeting I felt like I'd made a really positive contribution to the meeting. I then made a point of going round to several of the other attendees to introduce myself (networking opportunity!) and came away with 3 new contacts.

Let me talk to
you about
Kate...

6 months after RISE

From: Kate

Sent: 09 Aug 2018 16:30


To: Rosie Ranganathan

Subject: ECB- Rise Course

I wanted to send you a quick email as last week I started a one year secondment at ECB as a Project Accountant. This is a role that I would never have dreamed of applying for prior to the Rise course, primarily because on paper I'm not technically qualified for it. However, 8 months on from my first rise session, I have gained confidence and self-belief that I have been able to portray in a way that has been recognised by my managers and led to this amazing development opportunity. I am perfectly capable of doing this job, I have both the knowledge and the skills, but without Rise I would never have aimed for it nor, I believe, have been offered it by my director. I have used hints and tips from the course at every stage in the lead up to me starting this role and I am certain that, as you mentioned on Rise, visibility has played a large part in me achieving this role. So thank you.

I will continue to work on elements from the course as I continue my career – it has been the most beneficial workplace training course I have even been on.



A woman with long, straight blonde hair is shown in profile, looking towards the right. She has a thoughtful expression. She is wearing a blue top. The background is a blurred indoor setting with light-colored walls and some architectural details.

**“THE BEST THING I LEARNT
FROM RISE IS AUTHENTICITY –
THAT BEING YOURSELF IS REALLY
IMPORTANT.”**

KATY RITCHIE
ECB Head of National Programmes



**“I FOUND RISE REALLY
EMPOWERING & I WOULD
RECOMMEND IT TO ANYONE.”**

FIONA STAINES
ECB Digital Product Manager

Lessons Learnt

- It's not just one thing
- Engage your biggest advocates: **MEN!**
- Keep the momentum
- Let people speak about it





10/17/2018

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