

Women In Tech World Series

[CLARASYS]

Key Takeaways

This month, we attended the Women in Tech World Series Online Festival and listened to some inspiring speakers, including Michelle Obama, offer strategies and tools to support women in their careers. Too often in the workplace, women feel the environment isn't safe enough to share ideas. And poor workplace culture can mean talented women don't ask for the help they need to progress their careers.

At the event, women were urged to play to their strengths and lead by example. Here are a few of our takeaways for the sessions:

Leadership style

We all have strengths. Get to know them and leverage them in leadership roles. Good communication is key, and actions should be purposeful and consistent. Recognise when something doesn't work and adapt.

Thriving in a tech environment

Understand your skills and where you can add value in your team. Always keep the bigger picture and strategic goals in mind. Don't be afraid to ask for help if you don't know something.

Career progression

Be open with your team and manager about what you need to be able to progress. Build a support network either within your company or externally. Know your drivers and personal values and lean into them.

Workplace gender equality

Being authentic at work engenders a sense of belonging within an organisation. Diverse groups need to have equity in an organisation and hold decision-making roles. To address this, build a sustainable diversity initiative, creating short, medium, and longer-term strategies.

Building high-performing teams

Encourage teamwork and embrace and learn from failure. By inviting dissent and embracing psychological safety, people learn it's ok to disagree. When people feel safe, they openly share ideas, admit mistakes, learn, and innovate. This is a win-win for both the individual and the organisation. Make sure everyone feels included in the decision-making process.