




The Fish Tank

**DISCOVER THE HIDDEN OPPORTUNITIES
FOR GENDER EQUALITY IN YOUR ORGANISATION**

The
**TALL
WALL**



“Wise owners do not blame the fish for their poor appearance or performance. They do not take the fish out from time to time to give them a spot of training, tell them to smarten up and look more lively, and then plop them back in the same dirty water.

Instead, they clean the tank.”

DR WILLIAM TATE
INSTITUTE OF SYSTEMIC LEADERSHIP

Rationale

Company profits and share performance can be close to 50% higher when women are well represented in the leadership ranks... senior women have a vast and meaningful impact on positive corporate culture and championing family friendly policies.”

MCKINSEY; DIVERSITY WINS – WHY INCLUSION MATTERS, MAY 2020

Organisations can no longer afford to ignore the economic upside of a gender-balanced and diverse workforce, especially given the scrutiny on D&I and corporate culture from regulators, clients and prospective employees.

Women continue to lose ground in the path to senior leadership and this can be exacerbated by the choice to become a parent, yet research suggests their value contribution is essential. What’s more, if you can create a gender level playing field, your organisation is also likely to become more diverse and inclusive of other points of difference.

Forward thinking companies and leaders have rightly invested in supporting women with coaching, training, revised policies and other interventions. These initiatives are well-intentioned, as are the guiding policies, but we would argue that they only address part of the problem.

What else is going on that stops women thriving in your organisation?

A photograph of two women in business attire. One woman is seated at a desk, looking at a laptop screen. The other woman is standing next to her, leaning over and pointing at the screen. They appear to be in a collaborative work environment. The background shows a modern office with a white chair, a wooden bench, and some greenery.

“Despite significant investment in coaching and training for women we are still not seeing women progress at the same rate as men within our organisation. Why?”

HEAD OF HR, REAL ESTATE COMPANY

Our approach

We believe sustained change is best achieved by a top down review alongside women-led efforts from the bottom up.

As coach consultants we support organisations in identifying the untapped opportunities and blind spots for a more gender-balanced workplace, bringing what was formerly invisible and unconscious into clear view. Only then can it be understood and worked upon.

By taking an inside-out approach we surface the unwritten “code” by which people progress within your organisation. By mapping this against external best practice we provide a view and practical recommendations for a more equitable organisational system – in other words a cleaner fish tank.



Our approach in practice

INTERNAL

Qualitative interviews and round tables

Understanding the lived experience of employees in your organisation is the foundation of our work.



As coach consultants we are highly skilled at building trust and rapport, creating a safe space to explore gender equality challenges. Through our interviews and round tables we identify trends and themes that uncover the opportunities and hidden barriers to gender progression.

Quantitative internal data analysis



Your internal data is the vital hard evidence that goes hand in hand with anecdotal research. Depending on your needs and scope, we will review the internal policies and practices that influence gender progression in your organisation.


EXTERNAL

Best practice and external analysis

Providing you with a view on standards and best practice around gender progression allows you to see how you're performing compared to the rest of your industry/sector. Publicly available data on comparable companies' current gender efforts are key towards shedding light on the reality of your gender impact.



These can serve as an accountability mechanism to help your business evolve in further promoting gender equality.



“The Tall Wall provided invaluable input, advice and expertise with our Thriving in Partnership Project. They supplemented our internal team and, in particular, through their independence managed to get to the heart of the issues through expert facilitation.

Their practical output report provided thoughtful recommendations for our team to take forward and make a material difference in the future.”

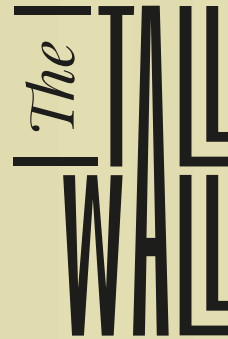
HRD, INTERNATIONAL LAW FIRM

About The Tall Wall


The Tall Wall is an executive coaching company founded in 2017 to support businesses to create the conditions for men and women to thrive together. We believe that 21st century business success will not be at the expense of families, society or the environment. We know this is what top talent of both genders demand and what boardrooms increasingly encourage.

Our original focus was on coaching women because this was, and often still is, the group where the potential positive difference can be greatest. Empowering women remains central to our philosophy and is expanding and evolving with each engagement. However, for teams and businesses to really thrive, the playing field needs to be both clear and level so our work with clients takes on a wide and inclusive remit to ensure interventions are well positioned to deliver the right return on investment.

This means we increasingly partner with organisations to support them in periods of change and transition by understanding the diverse needs of their people and identifying where legacy work culture impedes the progress of talent.



Contact us for an initial conversation to explore how we can help you with your organisational fish tank.

 +44 7855 811 684

helencowan@thetallwall.com

The
TALL
WALL