



LIW³
Building a legacy
of leadership

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Garrett Jones
Letters Editor
Australian Financial Review
GPO Box 506
SYDNEY NSW 2001

Dear Mr Jones,

Women on Boards – has Australia’s corporate conscience been pricked?

Australia’s corporate conscience seems to have been pricked recently if the article “AFR, 11 August: “Rush to enlist ‘safe’ women to boards” is anything to go by. However, this may have little to do with gender and everything to do with our outdated view of leadership itself.

The stats are certainly striking. Only 7% of ASX CEO positions are held by women, and there has been a decline by 18% in female executive leaders since 2006. So why is there a drought of female executive leadership in this land of the ‘fair go’?

The real issue is the misperception that it is leaders and not leadership that will ensure outstanding results.

Organisations will need to think harder about how they build leadership talent at all levels – particularly at Board level.

Boards today must mitigate risk by attracting, retaining and developing the next generation of quality female and male leadership.

This will mean building a ‘Leadership Architecture’ where the CEO creates aligned leadership at every level, populated by talented leaders whether they are male or, indeed, female.

Yours sincerely,

Pia Lee
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