

Ørsted and Leaders Plus

The difference to
the 40:60 ambition

LeadersPlus

leadersplus.org.uk



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Since 2018, ten Ørsted employees in managerial roles have sought the support of Leaders Plus to continue to progress an ambitious career with young children.

Ørsted is committed to Gender Equality at the top with its 40:60 ambition.

If achieved, this will help Ørsted stand out as top employer to women. However, there are several hurdles to overcome:



Working mothers are less likely to get to senior leadership and more likely to move jobs across the board.¹



4 in 5 women have children by the time they are 45 (ONS 22) but their career often stalls when they have children. This leads to lack of gender diversity at the top with less than 12% of leadership roles in the Energy Sector held by women.²



Women are less likely to be promoted across industries for equal performance, and they are less likely to be paid bonuses.³



4 in 10 working parents plan to look for a new job in the next 12 months.⁴

1. See for example Dempsey and Williams 2014 2. IEA 2022. 3. See for example Sieghart 22. 4. Modern Families Index Spotlight 2022



“The Leaders Plus programme has given me the confidence to work full time and the assurance that I don’t have to choose between pursuing a leadership career and being a good parent – I can do both.

The programme also connected me with an inspiring mentor who lifts me up when I doubt myself and encourages me to seek development opportunities I might previously have not considered.

I’m open about my home life when at work and do not shy away from talking about the challenges, and joys, of combining a fulfilling and exciting career with parenting two small children. I also talk to my kids about what I do, and my five-year-old proudly tells people that her mummy goes to work to make money and electricity!”

Gabriel Davies



Gabriel Davies is a Leaders Plus cohort 2018. She had a toddler at the time and was then Head of Programme Commercial Management. Gabriel is now Global Program Director for Floating Wind at Ørsted.

Our contribution at Ørsted

We have a track record in helping working parents progress their careers:

- 87.5% of Ørsted employees who completed the Fellowship have been promoted. And that's even though some have only just finished a few months ago! See overview of employees opposite.
- 53% of the cohort who finished in 2022 has reported that they have been promoted or received significantly more senior responsibility by the last day of the programme. 90% of our cohort are women.

We have a track record in addressing the gender pay gap & bonus gap:

- We address bonus pay inequality by helping our Fellows focus on the most value add work and enable them to make that work visible which often results in increased bonuses.
- For the last cross organisational cohort who finished in 2022, the average pay increase was 10% in 2021 within 9 months – even though 23% of that cohort were from the NHS, where pay rises are negligible.

We create internal role models and supporters of other parents:

- Each of our Fellows reports to support another 9.5 parents on average by the end of the programme who they wouldn't have supported otherwise.
- As individuals rise through the ranks, they become role models for others, some of our Fellows for example have taken what they have learnt to run Ørsted IN.

Retention:

- 7 out of 10 employees supported by Leaders Plus are still with Ørsted, some of them 5 years on.

Rapidly increased engagement:

- At the end of the Fellowship 85% of Fellows in 2022 said they felt engaged at work, compared to 9% of the UK workforce (Gallup 2022)

Success stories

Ørsted employees who went on the Leaders Plus Fellowship:

Gabriel Davies – Leaders Plus cohort 2018. Gabriel had a toddler at the time and was then Head of Programme Commercial Management. She is now Global Program Director for Floating Wind at Ørsted.

Madeline Hodge – in 2019 was Strategic Environment Manager and is now Biodiversity Programme Lead at Ørsted.

Ben Mcveagh-Holness – 2020, then Finance Manager at Ørsted with a baby. Now in 2022 is a Senior Manager, Financial Accounting at Ørsted.

Mairi Dudley – joined the Leaders Plus Fellowship in 2021 with a baby as Head of UK Market Development. Today she is Senior Commercial Project Manager at Ørsted.

Sarah Drljaca – joined the programme with a 12 week old baby as Consent Manager in 2022. She is now head Head of Stakeholders and Market Development (Consents) at Ørsted.

Genta Hoxha – joined the programme on maternity leave in 2022 as Lead Commercial Manager at Ørsted and is still in the same role.



Testimonials

“We have sent parents on the excellent Leaders Plus Fellowship programme every year since 2018. The Fellowship has helped us retain and develop key individuals and is a core part of our inclusion and wellbeing strategy. I can highly recommend Leaders Plus to other employers who want to address gender equality in senior roles and ensure parents are included in the workplace”.

Andrea Metherell, Head of Talent and Inclusion,
Ørsted People & Development in 2020



“I took part in the Fellowship in 2021 whilst I was on maternity leave. I found it hugely valuable suddenly having a network of other parents who had either recently returned to work or for a while had been figuring out how to juggle managing a challenging and fulfilling career whilst being a great parent. It’s definitely possible!”

Mairi Dudley, joined the Fellowship as
Head of UK Market Development Ørsted, today
Senior Commercial Project Manager at Ørsted



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Next steps

Get in touch with **Jo Denoris** jo.denoris@leadersplus.org.uk or **Verena Hefti** verena@leadersplus.org.uk to share your thinking on gender equality and inclusion at your organisation and explore how the Leaders Plus Fellowship could make an impact on retention and gender equality in your organisation.

About Leaders Plus

Leaders Plus is an award winning social enterprise set up by Verena Hefti MBE to create gender equality in senior leadership through supporting working parents. Our Leaders Plus Fellowship is a career development programme that helps parents to progress to senior careers whilst enjoying their children.

