NATURALLY DIVERSE AT TENDeka - Gillian King, VP Europe, Former Soviet Union, Africa

The gender divide at the top of UK businesses was blatantly highlighted by a report by the governance institute ICSA, which stated that within the top 100 FTSE companies there are more male CEOs named John than there are females leading businesses and organisations - how crazy is that?!

Though the proportion of female boardroom roles doubled between 2010 and 2015 from 12.5% to 26%, most women are in non-executive and part-time director positions. This gulf in gender roles continues to cause unrest and conflict in 2017, particularly in relation to the recent furore caused by the gender debate, sexual discrimination cases, and pay disparity at Google, Uber and the BBC, respectively, to name a few.

I don’t think anyone would argue that having a more diverse workforce benefits everyone, as long as it is based on performance and not just balancing numbers. There is a LOT of information in the public domain to support the notion that greater diversity could add a staggering £24 billion to the British economy every year.

Companies are also offering great things like career comeback programs, flexi-time, part-time and work from home, childcare leave and providing support to new parents.

At Tendeka, we have great examples of our employees being given career breaks, support during the adoption process and flexible working conditions. Although we don’t have quotas in place for diversity, we have created a naturally conducive environment and so our numbers speak for themselves.

We have several women in senior positions, such as our CTO Annabel Green and our new VP for North and South America, Suzanne Stewart, who I hope can mentor others to recognise their strengths and capabilities and succeed in whatever position they choose.

Women have unique traits that add insight and diversity to any organisation, this resource needs to be harnessed and developed. Our next step as an organisation is to encourage employees to get involved in the STEM (Science, Technology, Engineering, Mathematics) Ambassador program. Volunteers can participate in careers events, classroom visits and anything involving inspiring young girls, and boys, to pursue STEM subjects at school and to make the oil and gas industry more attractive as a career option for these potential young engineers, innovators and industry leaders.

In conclusion, there are many great things done at Tendeka to provide flexible working conditions for all employees and this breeds a naturally diverse environment that we should all be very proud of.