

Employers need to embrace inclusivity

Randall Peterson



JO WHITFIELD's decision surprised many. It is unusual, but not unique. It shows that employers are in a fight to attract talent in a highly competitive landscape, giving employees leverage to ask for support. The workplace is changing to accommodate a different workforce. Companies that proactively create more inclusive environments with more balance will reap rewards. Working environments also continue to reflect male working patterns, and as organisations work to create these inclusive environment, patterns need to change. Women's work patterns tend to be different from men, with men peaking once in their 50s, and women having two – one in their 30s and one in their late 50s. The total is the same, but the shape is different. Employers who don't accept this will miss the best female talent.

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