

# EXCEEDING EXPECTATIONS: THE UNIVERSITY OF ADELAIDE CONTINUES ITS COMMITMENT TO DIVERSITY WITH INCREASED FOCUS ON RAISING THE PROFILE AND IMPACT OF FEMALE TALENT

## THE PROBLEM

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The University of Adelaide has an impressive history of achieving important milestones in Australia's social reform, including educating Australia's first female surgeon and being the first to elect a woman to a university council.

Despite this, the university recognised that women were under-represented in senior roles, and included gender equity as a key focus of its strategic plan. A target of women holding 30% of senior leadership positions was set, and to achieve this, the university partnered with Inklings to launch Adelaide Women. Impressively, the 30% target was achieved and the University of Adelaide set their sights on a new goal of 50% women in senior leadership roles.

The focus of the program is not only on senior leadership diversity, but also on building a strong and influential voice at senior levels, both within the University and externally, supporting the women to build their profile and share their expertise and ideas.

## THE SOLUTION

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Inklings tailored Adelaide Women 2018 to meet The University of Adelaide's specific challenges. The result was an 8 month, targeted leadership program for women identified as having the aspirations and ability to progress into the most senior leadership and decision-making roles.

The program had two key aims:

- 1. Support participants' personal career development.**
  - Build participants' courage, resilience, and capability to operate as senior leaders.
  - Increase their visibility and profile among senior leaders, establish sponsors and networks.
  - Guide them to define a meaningful career path/areas of impact that offers long-term contribution to the university.
- 2. Guide participants to be change agents within the university.**
  - Create a cohort of women who are role models and change champions.
  - Empower them to challenge the university to operate differently in order to promote inclusion and diversity.

## KEY RESULTS

Inkling conducted pre- and post-program evaluation surveys with Adelaide Women 2018 participants to benchmark and measure their growth throughout the program.

# 100%

**of participants strongly agreed that they had the skills to take on a more senior role at The University of Adelaide.**

Pre-program, only 50% of participants strongly agreed with this statement.

# 100%

**of participants felt confident challenging the status quo to create a more inclusive workplace.**

Pre-program, only 25% of participants agreed with this statement.

*“The program has equipped me with all the tools I need to be a leader who effectively models the principles of inclusion and diversity - and certainly intend to make this an important part of who I am a leader.”*

- Adelaide Women 2018 participant

# 42%

**of participants reported that by the end of Adelaide Women 2018, they had achieved a promotion or stretch opportunity.**



**Tina Gevaux**  
Director, Organisational Development  
The University of Adelaide

*“I think the significance of the program is the difference with regards to the self-belief, courage, the can-do attitude that participants have after the program. We were able to get data in terms of where the [past four cohorts of Adelaide Women participants] are now...approximately 70% of the women are now having a different experience such as a promotion or change of role, which is incredible.*

*The ripple effect of all these fabulous women who have been through this program, who are now supporting and mentoring others, has been significant.”*