

Activating Male Allies

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The business case for male allyship

Harvard Business Review report that organisations that intentionally engage men in their DEI efforts

96% of organisations see progress compared to **30%** for organisations who do not.

A Change Catalyst report found **92%** of people feel allies have been valuable in their career. Those with at least one ally in their workplace are nearly **twice as likely** to feel like they belong and be satisfied with their workplace culture and job role.



The new conditions for leadership

polycrisis

[poli-krai-sis] *noun*

the simultaneous occurrence of several catastrophic events

BANI

brittle

anxious

non-linear

incomprehensible

In 2030 there may be six million of us. One and a half million of us will live overseas. We will be clustered in Auckland, dependent on migration, and worried about a shortage of workers. **We haven't planned for this. We need to.**

The New New Zealand.
Facing demographic disruption.
Paul Spoonley.

The business case for inclusive leadership has never been more relevant, in demand ...or urgent

Organisations with inclusive leaders and cultures are..

**6 x more likely
to be able to
predict and
adapt to
change**

**6 x more likely
to be innovative**

**Twice as likely
to meet and
exceed bottom
line financial
objectives**

The three questions to unlock your Inclusive leadership and allyship

Ko wai Au? Who am I?

Ko wai koe? Who are you?

Ko wai tātou? Who are we all together?



Ko wai au?

My identity
My privilege
My power

Ko wai koe?

Is everyone having the same lived experience at work?

Walking in someones shoes

VS

The power of story stewardship

Ko wai tātou

Power is not a zero sum game.

www.menasallies.co.nz

