

# Balance *for* Better Business ROADMAP

The Roadmap is designed to support organisations, regardless of their sector or starting point, in achieving their targets.

Look out for the launch of the full Roadmap in 2024 which will include further guidance for organisations.

## PLAN AND MEASURE



Create a plan, with targets by function, to build a gender balanced workforce in which everyone on the leadership team is accountable for progress

## SUCCESSION PLANNING



Ensure succession planning is completed at board and executive levels supported by a gender balanced pipeline at all levels of the organisation

## TALENT DEVELOPMENT AND RETENTION



Provide the right supports, including mentorship and sponsorship, to help people develop their skills to advance

## RECRUITMENT STRATEGIES



Mandate gender-balanced candidate lists for open roles and promotion to board and executive leadership

## STRATEGIC LEADERSHIP



Expand focus to include the development of non-traditional career pathways for strategic leadership to CEO and Chair levels