

# So'SPIE !

a different professional mindset

## Why have a So'SPIE Ladies network?



### #So'SPIE Ladies

The So'SPIE Ladies network is mixed.

It aims to:

- Make women and men more aware of gender balance,
- Exchange and introduce good practices thanks to dedicated actions.

With a view to:

- Extending equality at work and making teams more gender-balanced,
- Enabling better development of women's careers,
- Improving the Group's performance and attractiveness.

*Provide leadership which enables every person to achieve their potential and remove any obstacles often related to a lack of confidence or projection. So'SPIE Ladies is a solid framework for exchange and sharing.*

**Corinne Figuereo**  
Business Unit Managing  
Director SPIE ICS  
CSR Committee member

# So'SPIE Ladies

## #Diversity, driving development

For SPIE, diversity is a source of innovation, creativity and therefore of performance thanks to:

- gender **balance**,
- **diversity** of profiles, origins and age groups,
- **pathways** between jobs,
- **plurality** of activities,
- **multiplicity** of challenges that our customers present to us.

## #Improving gender diversity, a constant challenge

The "Women Matter" studies which McKinsey has been conducting since 2007 have shown that "having more women in charge was a **performance lever** for companies" – and at several levels.

- Firstly, as regards the organisational aspect: "the correlation between **organisational excellence** and the presence of women in management bodies is clear".
- Secondly, at financial level: "companies with a higher proportion of women on their management committees are the most financially **productive**".
- Thirdly, from the image point of view: "according to a study by the European Commission, the implementation of diversity programmes has had a positive effect on the **motivation of employees**".
- Lastly, some of our customers and colleagues started recruiting more women in their teams - so **we must keep in step with the market**.

## #The So'SPIE Ladies network a "framework" for progress

The network was created in 2015 as a SPIE group initiative to make progress in the matter of gender balance, attract talent and increase the development of skills.

## #The network in action

In each subsidiary, a pilot is in charge of promoting the network in **partnership** with his/her human resources development manager.

In a spirit of active and constructive exchanges, the objective of each pair is to launch the network with the aim of:

- # strongly **INVOLVING** and **MOBILISING** their colleagues of both genders and **INCREASING THEIR AWARENESS**,
- # **MEETING** their colleagues of both genders regularly in order to **SHARE** their different professional experiences and "business challenges",
- # **SELECTING** examples of good practices and "points for improvement" to be deployed at Group level,
- # **CONTRIBUTING** to the professional development of male and female colleagues,
- # introducing and developing **TOOLS TO INVIGORATE THE NETWORK**, for example:
  - creating and promoting a dedicated intranet page for subsidiaries,
  - regularly emailing male and female colleagues with information about the network's latest activities,
  - organising "gender balanced" brainstorming sessions or experience-sharing workshops,
  - collaborating on "business cases" which could be beneficial to all our entities,
  - collecting personal statements,
  - launching mentoring programmes.

To find out how to join the network, share your experience or take part in future workshops, get in touch with the contact persons in your subsidiary:



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