

Advance
GENDER EQUALITY IN BUSINESS



DRIVING GENDER EQUALITY IN SWISS BUSINESS

Founded by

ABB

Cembra MoneyBank

CREDIT SUISSE

IKEA

**McKinsey
& Company**

pwc

SANDOZ A Novartis Division

SIEMENS
Ingeniosity for life.

Swiss Re

Impact

Honorary Member

GENDER EQUALITY MEANS BUSINESS

It is a proven fact that gender-mixed teams perform better, are more innovative and likely to generate more profit. A look into the status quo in Switzerland becomes an urgent wake-up call. In management and executive boards, women are still a minority. It's high time to take effective action, because including women in leadership makes business sense.

\$ 12 trillion could be added to the global GDP by 2025 by closing the gender gap
(McKinsey & Company 2017)

59 of the 100 biggest Swiss companies do not have a woman in top management
(Schillingreport 2018)

Switzerland is at the bottom end of the Glass Ceiling Index, ranking 26 out of 29
(European Institute for Gender Equality 2018)

ADVANCE EMPOWERS COMPANIES TO TURN DIVERSITY INTO A COMPETITIVE ADVANTAGE

Advance is the leading business association for gender equality in Switzerland, a network of close to 100 Swiss-based companies committed to increasing the share of women in management.

Our aspiration is to finally make the needle move. Because a gender equal workplace is a win-win for men, women, business and society. We create impact

by advancing the female talent in our member companies and helping them thrive,

by sensitizing men and management about the topic as key change agents on this journey,

by connecting our member companies, offering them platforms for cross-company exchange and allowing best practices to be adapted faster by others,

by shaping public opinion with national initiatives like our annual "CEOs commit to Gender Equality" campaign on International Women's Day,

by creating transparency by providing Swiss facts and figures on diversity.



"It's much better to find a win-win-win solution rather than lose talented women and fight this 'war' for talent.
– The more we cooperate, the more we thrive
– both men and women, and therefore society at large".

Simona Scarpaleggia, Former President of Advance,
Global CEO of Edge Strategy

OUR UNIQUE PROGRAM

Advance offers its member companies an exclusive program to support them in reaching their D&I objectives:



SKILL BUILDING

High quality workshops that equip talented women with the core skills, capabilities and leadership mindset that are critical to climbing the corporate ladder. Additionally, specific workshops for male managers to help them become better inclusive leaders.



CROSS-COMPANY MENTORING

An exclusive cross-company mentoring program matching high-potential female mentees with senior executive mentors from member companies to create focused partnerships that foster professional and personal growth.



FUTURE WORKPLACE

Best practice sharing sessions for HR/Diversity experts and line managers from different companies on innovative workplace models supporting diversity. An interactive platform for dialogue with peer organizations allowing companies to adopt tried-and-tested diversity practices faster.

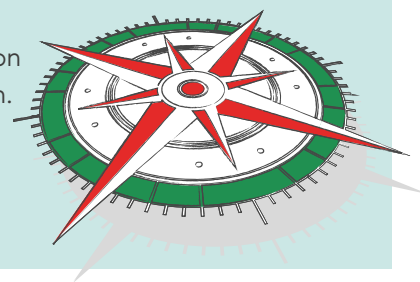


ROLE MODEL EVENTS

Advance networking events welcome male and female managers and offer opportunities to meet, discuss and learn from outstanding leaders from various industries and organizations.

ADVANCE & HSG GENDER INTELLIGENCE REPORT

We annually publish the Advance & HSG Gender Intelligence Report in cooperation with the Competence Centre for Diversity & Inclusion of the University of St. Gallen. By analysing raw data, we gain relevant insights and recommend impactful measures allowing benchmarking and the finetuning of the company's diversity KPIs.



Only if all of us tackle gender diversity and equal pay can we realise real change. At PwC, we are proud of being an equal opportunity and equal salary employer.

Andreas Staubli, CEO PwC Switzerland

BY JOINING ADVANCE YOU WILL

...reach your diversity targets faster and profit from the business advantages of having gender-mixed teams.

...become an employer of choice with a real competitive advantage in the war for talent.

...belong to the group of companies that act as first movers, initiate progress and help society develop.

EXCLUSIVE ACCESS FOR MEMBERS	GOLD MEMBER	CLASSIC MEMBER	LIGHT* MEMBER
SKILL BUILDING	Option A: 17 credits Option B: 12 credits	8 credits	3 credits
MENTORSHIP	Option A: 1 seat Option B: 2 seats	1 seat	Not included
ROLE MODEL EVENTS	Up to 15 seats per event	Up to 9 seats per event	Up to 3 seats per event
FUTURE WORKPLACE	4 seats	3 seats	2 seats
ANNUAL FEE	CHF 25'000	CHF 15'000	CHF 5'000

* for small companies with up to 100 employees in Switzerland



"Women do not lead better than men. They lead differently. Clever companies combine the best of both genders."

Malvika Singh, Managing Director Impact

"If everybody is looking for growth, one of the fastest ways of doing this is through empowering women."

Kristine Braden, Former President of Advance, Chief of Staff to CEO Citigroup



GET IN TOUCH

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