



International Women's Day



Helena Walsh is Managing Director for H/Advisors Cicero based in London

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We need women at all levels, including the top, to change the dynamic, reshape the conversation, to make sure women's voices are heard and heeded, not overlooked and ignored.

– Sheryl Sandberg

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Changing a company dynamic, culture, reshaping the diversity and inclusion conversation doesn't happen once within any corporate. It is a constantly evolving process for all voices, including women's, to be "heard, heeded not overlooked or ignored". I can heartily say this as a woman having spent near twenty years working my way through the many political, corporate and personal changes that have added to the evolution of my professional career and more importantly how my voice was heard, is heard and will be heard in the future.

Thankfully I am joined by more women now at meetings where too often in the past I was the sole female, especially on financial services issues. This is a heartening development. And, these are all women who on the whole do voice their views, are leaning in and are not afraid if their views challenge those of others in the room. But, we should not assume this also equals into all women feeling that their contributions are "heard, heeded, not overlooked or ignored". That is a top down bottom up challenge and possibly a harder benchmark to measure true gender equality. But corporates I believe are more aware, more nimble now in digging deeper into such employee sentiment, to understand and reframe their approach and requirements. And employees including women are becoming more proactive in expressing what is required; what should be changed and adopted in workforces. It is a two way learning process not a finger pointing activity. Frankly, it should always be a learning process and that should be viewed as a positive.



Helena leads H/Advisors Cicero's European team and is a member of the Executive team. She has twenty years' experience working on Government and EU policy issues – financial services, digital, environmental, energy and trade.