Geothermal project management
Leadership, ethics and communications
Environmental and social risks

Men and women are affected differently
We need sex and age-aggregated data!

Energy: direct use
Access; last mile users
Risks associated with different energy sources
Women’s participation in energy distribution

Secondary use
Harvesting opportunities
Diversity, innovation, joint learning
Build capacity if needed

Opportunities, support, funding, build capabilities and know-how

Management

Environmental and social risks
Men and women are affected differently
We need sex and age-aggregated data!
Upholding standards and mitigating risks
Leadership:

We are not only suggesting that women participate – but also for **full** and **equal** participation of women
Let’s not only count how many women work in the sector, but examine what they do
Remember – leadership traits can be developed
Position and advancement of women within companies often reflect the situation in society as a whole
Overall gender gap takes 108 years to close
- 74 years in the Caribbean
- Economic empowerment gender gap will take 202 years to close
As Professors Wilkinson and Pickett have argued for, and provided evidence by citing years of social research and statistics in their book *The Spirit Level: Why Equality is Better for Everyone*:

“Almost everything – from life expectancy to mental illness, violence to illiteracy, is affected not by how wealthy a society is, but how equal it is.”

For example: “societies with a bigger gap between rich and poor are bad for everyone in them – including the well-off”
Does gender have an impact on leadership characteristics?

3 strongest behavioural traits

- **Meticulous**: 33% higher than men
- **Autonomous**: 22% higher than men
- **Socially confident**: 16% higher than men

- **Rational**: 28% higher than women
- **Decisive**: 21% higher than women
- **Stress resistant**: 16% higher than women
FEMALE v MALE EMERGING LEADERS
Does gender influence leadership styles?

We took a group of senior managers identified by their CEOs as leaders of the future and asked the question:
*Does gender have an impact on leadership characteristics?*

3 strongest behavioural traits

- Meticulous (23% higher than men)
- Autonomous (22% higher than men)
- Socially confident (16% higher than men)
- Rational (25% higher than women)
- Decisive (21% higher than women)
- Stress resistant (16% higher than men)

It is clear that both male and female emerging leaders have different leadership styles. To ensure there is adequate diversity of thought within leadership teams, organisations should:

- Encourage more women to take up leadership roles – men are more likely to make themselves known without assistance
- Use tools to assess Emerging Leaders’ strengths and development areas, build their leadership skills, and guide their ongoing personal and professional development

Dominant
- Focus on their own vision
- Enjoy thinking about the big picture
- Comfortable with abstract concepts
- Promote their own ideas
- Direct
- Focus on data
- Result driven
WOMEN in MANAGEMENT

EBIDA
Women in the workforce and in management
BoDs of OR group
Leadership  Ethics  Communication

Note: An integration of a gender perspective does not mean the exclusion of men.
Project leadership

• **Why does leadership matter?**

  (1) economics and a prospering society

  (2) a more caring society, and

  (3) a more just society with women in full participation with men.

  — David Gergen
Practice makes perfect

• How to enhance gender-sensitivity?

• Supportive organizational culture

  1) Examples show that all benefit

• Ethics tremendously important

  1) Can we identify our core ethical values?

  2) Do we have ethical standards to rely on?

Examples:

• Participation

• Challenge existing gender norms

• Mentors

• Champions
GREAT LEADERS

They can see potential in people

They’re positive and always encourage others

They inspire people to grow

They embrace open communication

BAD LEADERS

They only find faults with others

They’re negative and always blame team members

They don’t care about people's growth

They don’t value transparency
We have all experienced good and bad traits in the people we work with. Good traits can be enhanced; leadership and project management training actually works!
Thank you