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In order to achieve any meaningful gender balance in the workplace, an all-encompassing approach must be tak

that is currently hindering progress. This is why Adare Human Resource Management has already started the conversation on how to achieve gender balance in the workplace. She said: “But we go beyond this to show how they can make practical, positive change. Our programmes have taken us to places that we never thought we could reach.”

When Adare Human Resource Management held a forum that focused on the gender balance issue in Ireland last month, it included a number of examples of how this can be achieved through simple and not-so-simple changes.

“Adare Human Resource Management has partnered with Equality Strategies to achieve gender balance and its progress is inspirational, writes Siobhan Maguire.”

### Adare Human Resource Management is leading the way in helping companies achieve greater gender balance within their organisations

By Siobhan Maguire

Catherine Smith McKier
ran, Head of Consulting at Adare Human Resource Management, said the devil is in the details when it comes to gender balance. She said: “We need to look at the whole system and make meaningful changes that will

### Nurturing a culture of gender balance in the workplace

By Siobhan Maguire

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 Aren’t equality and inclusion the factor behind organizations across the country that do exactly what they do and what are the implications of simply ignoring them?

Adare Human Resource Management is partnering with Equality Strategies to help achieve the ideal workplace environment. The company has partnered with recognized organizations, the associated bodies, and radio stations to encourage practices with specific policies and procedures.

According to Maria Hegarty, Managing Director of Equality Strategies, one area that has grown in terms of demand is the need for gender balance. With legislative changes such as gender pay gap reporting, the horizon and the gravity

### With a company-wide ambition and engagement, companies will be able to generate a fair and balanced agenda

For change to happen there has to be a company-wide ambition and engagement. Hegarty said that the gender balance agenda was an important one and something all companies should engage with regardless of the industry they operate in.

“Have we asked to ensure there is a culture of inclusivity? What kind of language are we using in job descriptions? What kind of culture do we want?”

The company is involved in initiatives such as the #MeToo Movement and the #OurCulture movement, which was developed by Catherine Smith McKiernan of Adare Human Resource Management.

### Catherine Smith McKiernan, Head of Consulting at Adare Human Resource Management

full business environment for everybody. This includes growing investment in and commitment to work environments, fully average workforce with opportunities for everyone.”

Smith McKiernan uses Dublin Tech University (DCU) and Ven- wen, a technology company, as good examples of organizations which have made practical steps to tackle the issue. In 2015, DCU launched an initiative to promote principles of equality and embrace diversity, while Ven- wen has substantially increased the number of women in leadership roles through targeted interventions.

“I think if we benchmark ourselves against leaders like DCU and Ven- wen, we can set measurable targets that will help achieve sustainable parity.”

Smith McKiernan said that in addition to ethical, diversity and gender balance targets for the company, they were working on an equal-opportunity workplace.

“Let’s leverage the right balance across organizations and develop a more successful and a more informed agenda.”

### Catherine Smith McKiernan, Head of Consulting at Adare Human Resource Management

The company also in- volved in initiatives such as the #MeToo Movement and the #OurCulture movement, which was developed by Catherine Smith McKiernan of Adare Human Resource Management.

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