



# **USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:**

**5.1 Assess diverse talent pipeline health by identifying talent and leadership development needs through gap analysis**

## **About Your Gender Equality Plan**

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at [EngenderingIndustries.org](https://EngenderingIndustries.org).

## **Description**

Conduct gap analysis and root cause analysis based on company leadership model and leadership values addressing:

- Future supply and demand for talent
- Needs for skill development based on leadership model and values, and on future demand
- Assessment of current talent pool and potential for promotions (sex-disaggregated) and benchmarking against total workforce, industry benchmarks and non-industry benchmarks
- Evaluation of previous efforts to develop talent and leaders
- Training and development needs analysis focusing on knowledge, skills, and abilities

## **Challenges to Implementation**

Resistance from leadership to question status quo and current practice

Company may not have a strong leadership model or clear values in place, or values may have changed in the past resulting in disregard for values

Talent pool may be based on weak criteria and selection process

Talent selection may be strongly biased, or the process may lack transparency, making it inaccessible for women

## **What Success Looks Like**

Gap analysis identifies current talent and leadership models, with redress mechanisms developed to address gaps

Company leadership demonstrates commitment to a healthy talent pipeline with equitable representation of male and female candidates for different positions and departments

## **Resources and Tools**

**Report/Study:** [Cascading Gender Biases, Compounding Effects: An Assessment of Talent Management Systems](#) (Catalyst)

**Tool:** [WEPs Gender Analysis Tool](#) (UN Global Compact)

**Example:** [How One Biotech Company Narrowed the Gender Gap in Its Top Ranks](#) (Harvard Business Review)