

ATELIER DE PROMOTION DU DÉVELOPPEMENT PROFESSIONNEL DES FEMMES

Company name practices : LINKLATERS LLP

Activity sector practices : Autres

Company category practices : PME

Description of the action practices

As part of its Diversity & Inclusion policy, Linklaters LLP Luxembourg regularly organises events with external speakers for its employees, but also for its clients.

On 15 May 2018, Alison Temperley, Managing Partner - ATD Partners Director Oak Consultants, with her 30 years of experience with accounting, law and consulting firms, came to Linklaters' premises to present two workshops aimed at promoting the professional development of women within the company.

Her workshops consisted of a series of practical advice to be given to women working in predominantly and traditionally male work environments. The aim was to enable them to understand how to develop their careers and achieve their ambitions, making use of their knowledge, skills and talents.

Context practices

The Diversity & Inclusion reference group of Linklaters' Luxembourg office regularly organises actions or events to raise awareness among employees on different diversity topics.

Gender issues, among others, are thus at the heart of the concerns of the Luxembourg office, where women are encouraged and supported in their professional development, whether they are lawyers or members of the administrative services.

Approach practices

Alison Temperley starts from the premise that women find it more difficult than their male colleagues to move up the corporate hierarchy because they do not think consciously and proactively about their career development prospects.

Indeed, entrepreneurial management is still often marked by automatisms that do not take into account the difference between male and female employees and tend to favour the male way of operating.

It is therefore incumbent on women to become aware of this and to decide to play an active role in their own careers, without waiting for this development to be brought about by other protagonists.

To this end, they should be given a number of tips and tricks to enable them to position themselves actively and develop themselves within the teams in which they work.

Objectives practices

Become aware of the elements that hinder - often unconsciously - professional development and identify concrete solutions to remedy them.

« To do practices »

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« Not to do practices »

This kind of workshop should not be promoted to women only. In order for it to work, everyone - not just women - must be involved in the process, especially since some of the advice is also valid for the development of some male staff.