

CONCRETE STRATEGIES TO ELEVATE WOMEN IN TECHNOLOGY:

Leveraging Processes, Programs and Action
to Move from Awareness to Results

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What is happening in the industry?

Some industries are closer to parity, with women in nearly half of leadership roles, while sectors like energy, manufacturing and technology lag far behind (World Economic Forum, 2022)

Women face less career support and fewer opportunities to advance as companies show declining commitment to women's progress
(McKinsey & Company, 2025)

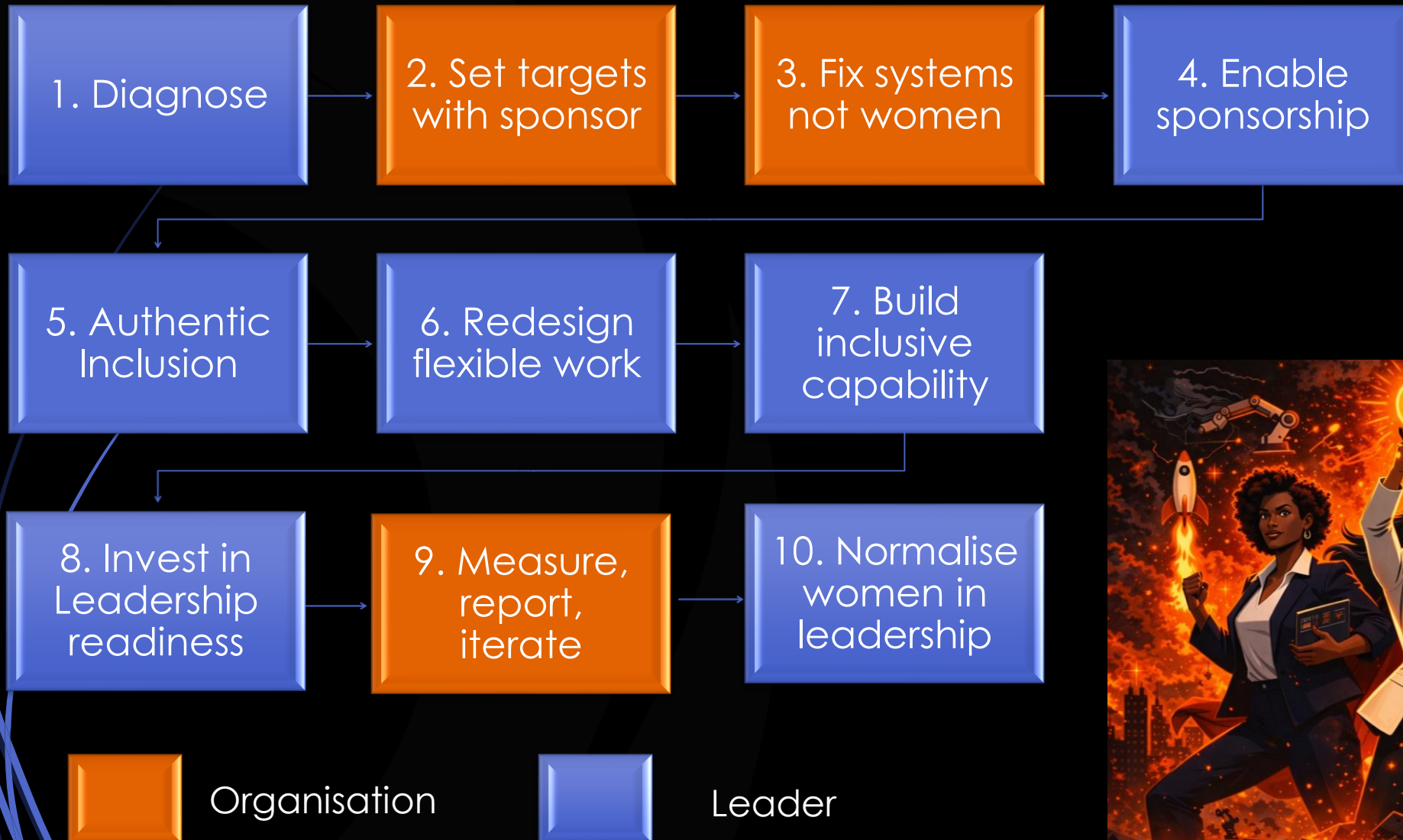
Women in leadership roles are linked with **higher innovation outcomes** (Humanities and Social Sciences Communications, 2024)

Women's participation in senior roles has increased in the Public Sector only (Commonwealth Government of Australia, 2025)

Strategies



10 Step Implementation Approach



What Could Go Wrong?

- 'Add One Woman' approach
- Title without power
- 'She's not ready' loop
- Women's leadership program failure
- Flexible work trap
- Counting diversity without tracking outcomes



Approaches to advance your career

Career progression is rarely automatic...it's built through clarity, visibility, relationships & impact

Be clear on where you are going

Build in-demand skills

Increase your visibility

Find sponsors

Take on high impact work

Seek feedback

Advocate & network



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Key Takeaways



1 It's an "US" and a "ME" challenge

2 Network! Find 3 people at this conference that you could connect with

3 Pick 1 thing you are going to do differently

4 Find your sponsors, mentors & supporters

5 Pass It On!

Thank You!!

My contact details

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