

EXCLUSIVE INTERVIEW

PROF TIM NICHOL



"Diversity, encompassing gender and race, must be embraced to harness the potential of all contributors."

GVW: Could you share your thoughts on the significance of empowering women to take on leadership roles in today's global business landscape?

Organizations benefit from diverse leadership teams that bring multiple perspectives to decision-making. Diversity, encompassing gender and race, must be embraced to harness the potential of all contributors. Societal attitudes perpetuating disempowerment must be challenged by positive organizational action. This involves fostering self-belief and mutual respect, crucial for dismantling barriers related to gender and race. Empowering individuals to realize their full potential is equally vital on a personal level.

GVW: As Pro-Vice-Chancellor of the Faculty of Business and Law at LJMU, what initiatives has your institution undertaken to support and promote women in leadership positions?

LJMU is committed to inclusivity, evident in formal policies and initiatives like the 'Respect Always' campaign and support through Aurora and Stella programs. The university's dedication to diversity is externally recognized through achievements

like the Race Equality Charter and Athena SWAN accreditation. The latter focuses on advancing gender equality, with various networks, including the Women Academics Network, Women Professors Network, and Women in Professional Services Network, reinforcing this commitment. Career development interventions such as mentorship and network introductions also contribute to staff progression.

GVW: How does LJMU's sponsorship of the Global Women Leadership Summit align with the university's overall goals and values?

The sponsorship aligns seamlessly with LJMU's commitment to inclusivity, as outlined in its values. The university prioritizes the student experience, courage in effecting change, inclusivity, and making a positive impact on the broader community – principles that resonate with the goals of the Global Women Leadership Summit.

"Diversity, encompassing gender and race, must be embraced to harness the potential of all contributors."



"Be clear about your purpose, goals, and personal values. Take advantage of opportunities for management and leadership education to understand your talents and potential better."

GVW: In your opinion, what are the key challenges that women aspiring to leadership roles commonly face in their careers, and how can they be overcome?

From a male perspective, two key challenges stand out. Firstly, the workplace often harbours structural barriers that require critical examination and reform by organizations. Secondly, the impact of career breaks due to caregiving responsibilities disproportionately affects women. Societal and organizational interventions are necessary to ensure returning women aren't disadvantaged.

GVW: What advice would you offer to aspiring women leaders looking to make a significant impact in their respective fields?

Be clear about your purpose, goals, and personal values. Take advantage of opportunities for management and leadership education to understand your talents and potential better. Networking remains crucial throughout your career, helping you identify mentors who can support your progression.

GVW: What role can male leaders and role models, like yourself, who champion female empowerment and leadership, play in inviting more men on board and fostering diversity and inclusion in the workplace?

Male leaders should actively advocate for diversity and inclusivity, serving as role models inside and outside the workplace. Taking concrete actions to ensure all voices are heard and providing equal opportunities to women is vital. Recognizing and addressing unconscious biases in recruitment and progression processes is crucial for fostering diversity and inclusion.

"Male leaders should actively advocate for diversity and inclusivity, serving as role models inside and outside the workplace."

