



UNIVERSITY OF AUCKLAND
INVESTMENT
CLUB

Building Great Teams



Successful organisations are built by great people and great teams. Google researchers applied methodologies, similar to those used in Project Oxygen, to discover the secrets of effective teams. This was called Project Aristotle. Their study concluded the following five pillars create effective teams at Google - (Google, 2020). In order of importance:

- 1) **Psychological Safety** (Team members feel safe to take risks and be vulnerable in front of each other).
- 2) **Dependability** (Team members get things done on time and meet Google's high bar for excellence).
- 3) **Structure & Clarity** (Team members have clear roles, plans and goals).
- 4) **Meaning** (Work is personally important to team members).
- 5) **Impact** (Team members think their work matters and creates change).

Leaders and managers may apply these pillars to deliver transformative experiences, create development opportunities and build high performing teams.

However, it is difficult to deliver these pillars with the inequality present in society today.

Bridging the Gender Gap

Disparity between women and men continues to plague the world. The Global Gender Gap Index informs the average gender gap to close is 31.4%. The Political Empowerment Sub Index found only 21% of ministers are women. Globally, only 36% of senior managers in the private sector and senior officials in the public sector are women. On average, 40% of the wage gap and 50% of the income gap are yet to be bridged. It will take 100 years to close the overall gender gap if we maintain current projections. – ([World Economic Forum, 2020](#))

The financial services industry faces these problems. Only 6% of CEOs are women. 9% of women hold chair roles on boards. There are still unconscious biases affecting promotion processes – ([Oliver Wyman, 2020](#)). Imposter syndrome continues to affect more women disproportionately than men – ([New York Times, 2020](#)). McKinsey's Women in the Workplace study found improvements have been made in Corporate America but there is a long way to go. - ([McKinsey, 2019](#))



Driving Change



As it stands, it is hard to build a psychologically safe environment if some of your best people do not feel safe to take risks, be vulnerable, given the same opportunities and rewarded on a meritocratic basis.

UAIC is playing its part to improve diversity, inclusion and equality within the financial services industry. Diversity is not bound by gender. Diversity may be expressed through gender, ethnicity, sexual orientation, experience, background or schools of thought.

Developing practices to nurture diversity involves more than offering scholarships or running special programmes. It must be interwoven through everything you do. UAIC has made active steps in adapting how we communicate to members, recruit for executive teams, develop talent, create competitions and facilitate events. UAIC will continue to keep diversity front of mind.

“Diversity is fundamental to an organization where all employees don’t just feel included, they belong.” – James P. Gorman, Chairman and CEO, Morgan Stanley

Women Engagement Initiative

A New Initiative



As mentioned, diversity is not bound by gender. Inequality still affects people with different ethnicities, experiences, sexual orientations, schools of thought and backgrounds.

Rome was not built in a day so neither will the world resolve inequality. UAIC has elected to play our part in addressing gender inequality first by launching the Women Engagement Initiative. This cause is close to both the Co-President's and Executive Team's hearts.

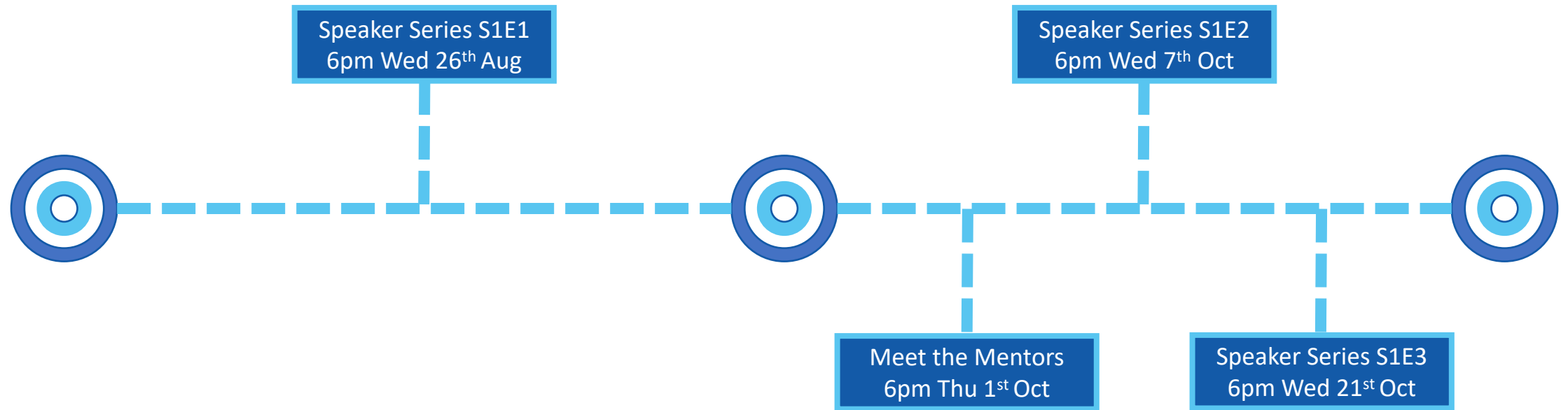
Many women are put off pursuing careers in Finance due to self imposed and external pressures. UAIC has a responsibility to break down the barriers and misconceptions associated with finance.

The **Women Engagement Initiative** includes:

- ✓ **A Mentoring Programme:** 15 successful applicants are matched with Financial Professionals to build industry connections and foster relationships.
- ✓ **A Speaker Series (SS):** A three-part series to discuss topics on Leadership, Conflict, Resilience and Experience.
- ✓ **Meet the Mentors Session:** A meet and greet function to network and build connections.
- ✓ **Young Women In Finance (YWF):** Promote engagement with YWF and attend events.

We hope to see UAIC expand this initiative to address other issues facing equality in subsequent terms.

Timeline



Mentoring



Mentoring plays an integral role in shaping careers and developing great leaders. However, there exists a severe imbalance between demand and supply. 75% of professional men and women want to have a mentor while only 37% have one. – (HBR, 2019)

There are plenty of Young Finance Professionals who would make fantastic mentors, be great role models and inspire UAIC members to consider careers in finance.

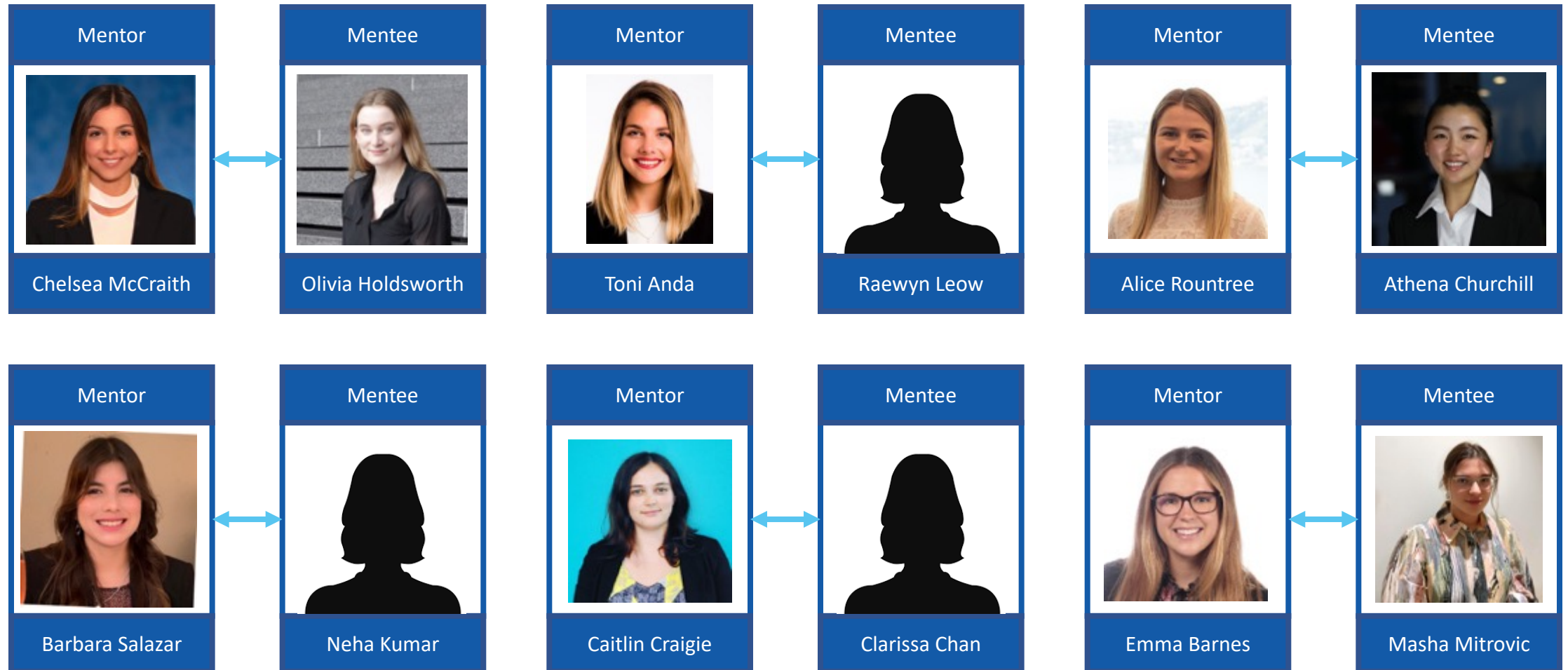
A mentor/mentee relationship is one where both parties can learn and grow together. A great mentor shares their stories, asks great questions, helps plan for long term success, teaches a mentee to solve problems on their own, and helps identify their strengths.

UAIC paired 15 selected applicants with young women in industry to foster mentor/mentee relationships.

UAIC will also hold a **Meet the Mentors** session to introduce mentors and mentees to the wider group.

✓ Meet the Mentors, 6pm 1st October, 260-325 (OGGB)

Meet the Mentors and Mentees



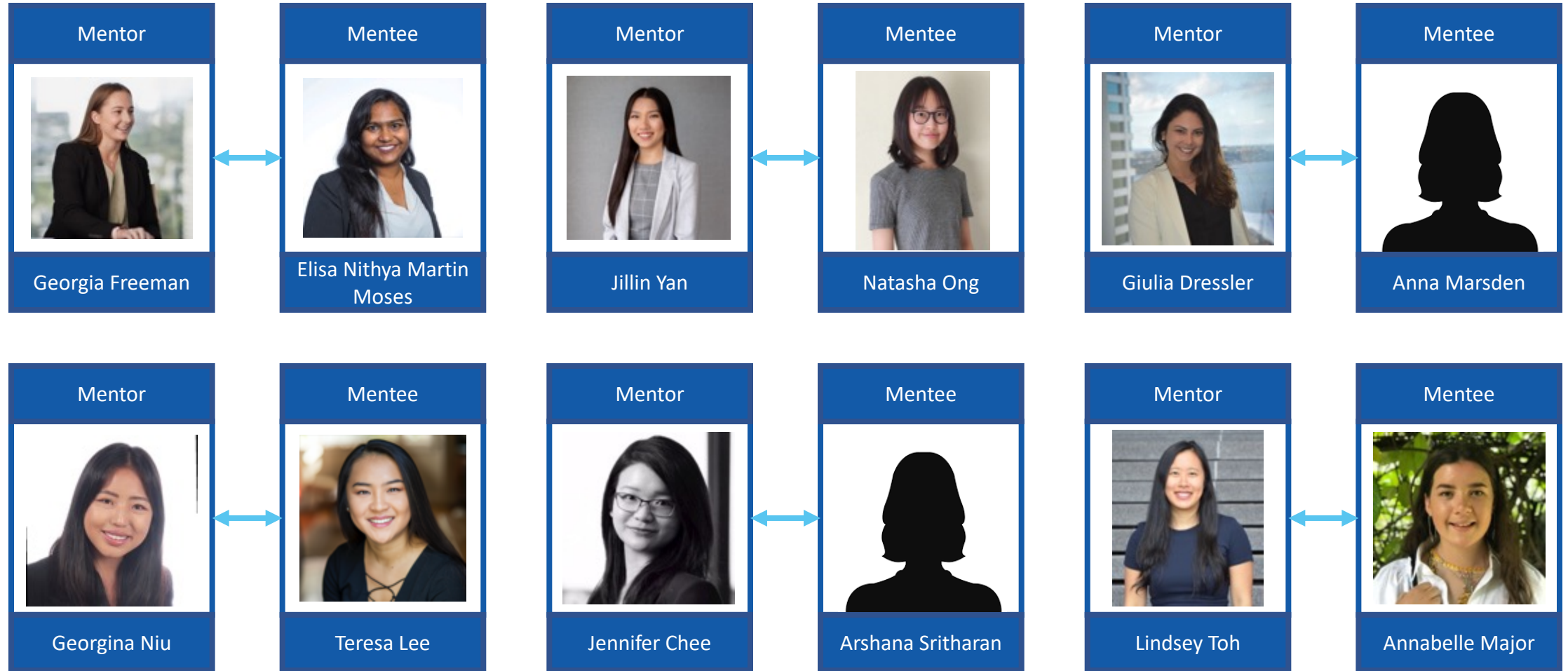
Introduction

Mentoring

Speaker Series

YWF

Meet the Mentors and Mentees



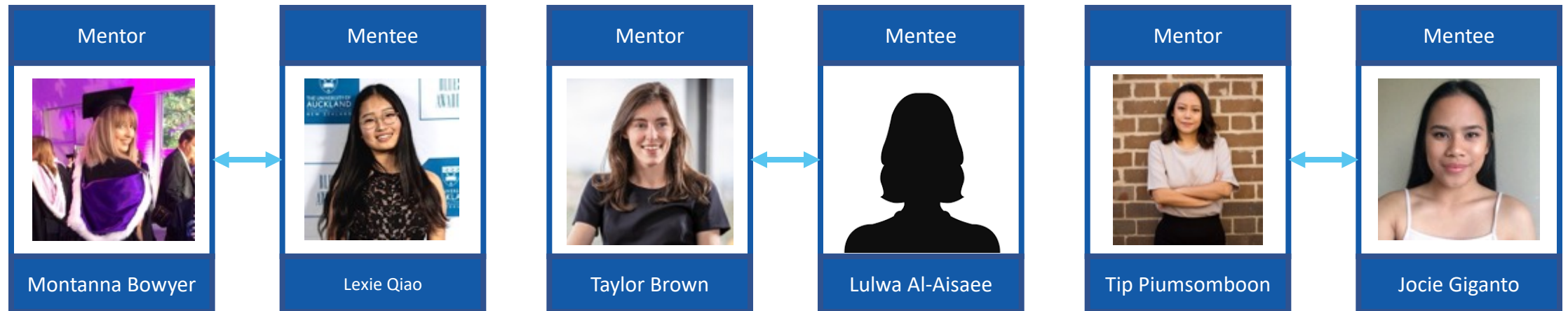
Introduction

Mentoring

Speaker Series

YWF

Meet the Mentors and Mentees



Speaker Series (SS)



Many professionals have great stories to share with valuable lessons to learn. These experiences can be foundational to listeners, inspiring them to pursue undiscovered areas, tackle challenges initially deemed too hard to tackle or instill newfound confidence in themselves.

It's important for the women in UAIC to learn from industry professionals so they can be better prepared for the world of finance.

In this speaker series, we cover three topics:

- ✓ A Career in Finance (6pm Wednesday 26th August)
- ✓ The Future for Finance – Fintech Panel (6pm Wednesday 7th October)
- ✓ Challenges in the Workplace (6pm Wednesday 21st October)

A Career in Finance



An open, panel conversation with women in various finance roles, from diverse backgrounds, to discuss personal journeys and careers.

Speakers:

- ✓ Toni Anda - Investment Banking Analyst at Macquarie Capital
- ✓ Daniela Bossard – Director at Cameron Partners
- ✓ Barbara Salazar - Investment Analyst at NZ Super Fund

Date:

- ✓ 6pm Wednesday 26th August

Venue:

- ✓ Case Room 2, Level 0, Sir Owen G Glenn Building, 12 Grafton Road, University of Auckland

The Future of Finance



A forward-looking discussion of what the industry might look like in the future, and tangible steps of how we can break down barriers for women. This fintech panel will inform our members on what they can be doing to prepare themselves and how can they can shape the future.

Speakers:

- ✓ Nicole Buisson - Tech Business Executive, Fintech Consultant and Board Director

Date:

- ✓ 6pm Wednesday 7th October

Venue:

- ✓ OGGB5, Level 0, Sir Owen G Glenn Building, University of Auckland

Challenges in the Workplace



A discussion about challenges in the workplace and finance e.g. dealing with conflict, being resilient, being a great team leader, maintaining work-life balance and effective networking.

Speakers:

✓ Carolyn Steele – Board Director

Date:

✓ 6pm Wednesday 21st October

Venue:

✓ TBC

Young Women in Finance



“The Young Women in Finance group (YWF) was established in 2015 as a networking mechanism for young women in finance-related roles by engaging and connecting with senior leaders. From March 2018 YWF will partner with INFINZ as an opportunity to take a leadership role supporting increased diversity in the New Zealand financial and capital markets ecosystem. YWF members have the opportunity to access the Young Finance Professionals (YFP) benefits such as events and mentoring, in addition to events tailored to support their professional development.” - (INFINZ, 2020)

YWF offers great mentoring, networking opportunities and events for young women in finance.

Upcoming events/opportunities include:

- Meet the Inspirational - Tip Piumsomboon, Principal at Blackbird Ventures and founder of YWF NZ (Date: 14 August 2020, Time: 12:45pm - 1:30pm, Venue: Zoom)
- ✓ YWF Overcoming Internal Barriers to Success (Date: 25 August 2020, Time: 5:30 pm - 7:30 pm, Venue: Simpson Grierson, Lumley Tower, Level 27/88 Shortland Street, Auckland)

Memberships are \$20pp for the remaining of the year. YWF also get access to YFP, wider member events and can apply for the INFINZ Conference Scholarship.

End of Engagement Pack