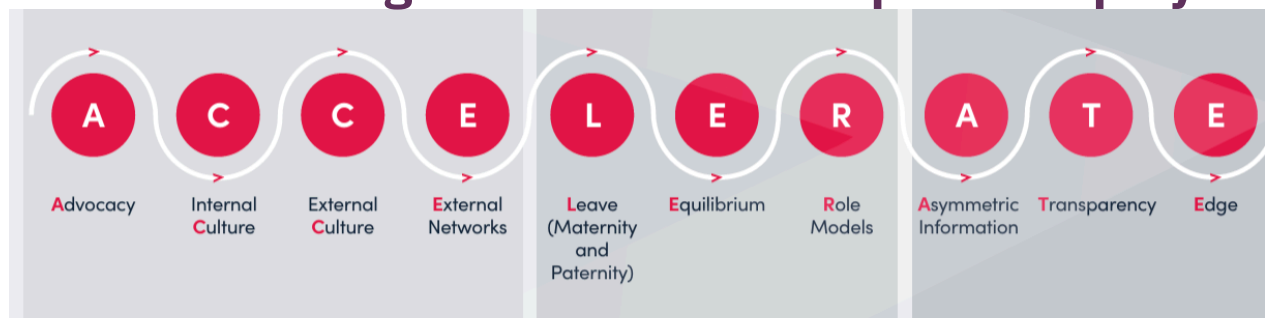


ACCELERATE: A framework for attracting, promoting and retaining talented women in private equity



AIM

To provide insights into the barriers and opportunities for advancing women's leadership globally, ensuring inclusive economic growth and resilience.

APPROACH

A comprehensive study combining academic research and real-world interviews to identify actionable strategies for accelerating women's leadership in private equity.

AUTHORS

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WHY NOW

Women remain significantly underrepresented in leadership in private equity, limiting economic potential and innovation. Addressing this gap is crucial for sustainable and inclusive economic growth.

FULL REPORT

Discover the full research and learn more about the ACCELERATE framework [here](#)

KEY RECOMMENDATIONS:

- A** **Advocacy** – Establish formal advocacy programs where senior leaders actively support and promote women's career advancement.
- C** **Culture (Internal)** – Foster an inclusive internal culture that values diversity and ensures equitable opportunities for all employees.
- C** **Culture (External)** – Engage with external stakeholders to promote industry-wide cultural shifts towards greater gender diversity.
- E** **External Networks** – Encourage and facilitate women's participation in external professional networks to expand their industry connections and opportunities.
- L** **Leave Policies** – Implement supportive maternity and paternity leave policies that ensure smooth transitions and career continuity.
- E** **Equilibrium** – Promote work-life balance initiatives that allow employees to manage professional and personal responsibilities effectively.
- R** **Role Models** – Highlight and celebrate female role models within the organisation to inspire and motivate emerging women leaders.
- A** **Asymmetric Information** – Ensure transparent communication regarding career progression, expectations, and opportunities to eliminate information gaps.
- T** **Transparency** – Maintain clear and open processes for promotions, pay, and performance evaluations to build trust and fairness.
- E** **Edge** – Provide women with opportunities to take on challenging assignments that enhance their skills and visibility within the organisation.