MAIL

Men Actioning Inclusive Leadership

Fairer workplaces
Stronger performance
Lasting impact.



PEOPLE MEASURES

The power of gender inclusive leadership

Leaders are working in environments that are more complex and competitive than ever before. Senior Executives who succeed in this environment are those who understand how to take an inclusive leadership approach to drive innovation, productivity, talent retention, and business growth.

Research shows that diverse leadership improves business performance, through broader perspectives and better decision-making to create more resilient and sustainable organisations.

What is the MAIL program

MAIL (Men Actioning Inclusive Leadership) is a transformative program for male Senior Executives who want to develop inclusive leadership skills and strategies to drive gender equity in the workplace.

Our approach enables participants to build more complex and sophisticated ways of thinking, greater wisdom, and clearer insights. During the program, participants will unpack what kind of leadership is required to lead successful, diverse organisations.

A leadership program for senior men to drive workplace gender equity

PROGRAM SPONSOR

The MAIL program provides a chance for men across all industries to reflect deeply about the role they currently are and should be playing to remove gender inequity from all facets of society including the workplace.

Justin Untersteiner, CEO,
Australian Health Practitioner Regulation Agency

Why male leaders

Australian workplaces need leaders – especially men – to take a gender inclusive approach. Inclusive leadership, particularly from men in positions of influence is no longer optional, it's a strategic imperative that drives organisational success. Leadership is a key enabler of organisational change and plays a crucial role in advancing workplace gender equity.

Increasingly, Boards, stakeholders, and regulators expect leaders to act on equity and inclusion.

Gender inequality is **costing** the Australian economy



$128bn annually[1]

Women make up nearly **50% of Australia's workforce**, but...

<10% of ASX-200 CEOs



Companies with diverse leadership achieve up to...

6.6% higher market value

8% higher profitability



What makes MAIL different

In a recent peer reviewed journal article published in the *Academy of Management Learning & Education*, Copenhagen Business School Assistant Professor and researcher Nicole Ferry highlights the People Measures MAIL program as one of the few initiatives that ***"hit the trifecta of targeting men, leadership, and gender equity issues"***.[2]

The MAIL program was recognised as being distinct in its approach to engage men in positions of influence to actively challenge gender norms and contribute to more equitable workplaces.



1 Deloitte (2024). Remaking the norm: Six actions to achieve gender equity in Australia
2 Ferry, N. (2025). Men's leadership development: A framework for advancing gender equity in leadership development. Academy of Management Learning & Education. https://doi.org/10.5465/amle.2023.0090

Who should attend

MAIL is a program for Senior Executive men who want to enhance their leadership skills and drive meaningful, measurable change on gender inclusion in their workplace.

2025 MAIL PARTICIPANT

Leadership can sometimes be risky and uncomfortable. The MAIL program has given me valuable tools and strategies to be a more effective and inclusive leader.

Tom Herde, Head of Growth
Peter Berry Consultancy

What will I walk away with

Insights into gender inclusive leadership

Deeper insights into the complexity of gender inclusive leadership and its importance to the organisation's strategy and vision.

Gender inclusive leadership strategies

Clear strategies to develop a gender inclusive leadership approach and techniques for challenging exclusionary behaviours.

Tools for change

Strategies for leading self and others through change, including techniques for breakthrough conversations about gender equity.

Strategies to leverage your leadership strengths

Greater clarity of your leadership style and strengths, and how to leverage them for equity outcomes.

Greater understanding of gender, power, privilege, and bias

Enhanced awareness and understanding of gender, power, privilege and bias, and how these concepts impact teams and organisational outcomes.

A network of senior men

A peer network of senior men focused on delivering measurable gender equity outcomes.

MAIL

Men Actioning Inclusive Leadership



2025 MAIL PARTICIPANT

A game changer for my personal development and growth as an inclusive leader and male ally.

Richard Gwilym, Advisory Leader
Scyne Advisory

PEOPLE MEASURES