Women in Supply Chain Leadership
Breaking Down Barriers

11 - 14 June 2023
45th Annual SAPICS Conference
Century City Conference Centre, Cape Town, South Africa
WOMEN IN SUPPLY CHAIN LEADERSHIP PANEL

BREAKING DOWN BARRIERS

Pam Steele, CEO, Pam Steel & Associates, Kenya
SAPICS - Women in Supply Chain Leadership Survey 2023

We are looking forward to seeing you at SAPICS 2023!

The aim of this survey is to find out more about Women in Supply Chain Leadership from within the SAPICS network. We have observed that there is limited data available on this topic in the field of Supply Chain, particularly across Africa.

This survey will take approximately 15 minutes to complete.

• Extending the survey for one more week
• We will look to repeat this survey each year and compare results!

Click on Surveys then scroll to ‘Women in SC Leadership’
An insight to the SAPICS members who responded:

**Country Base:**
- South Africa 83%
- Zimbabwe
- Switzerland
- Kenya
- Botswana
- Mozambique
- Austria
- USA

**Sector:**
- Cosmetics
- Pharma & Devices
- Health, Medical & Global Health
- Supply Chain
- Manufacturing
- Consulting
- Supply Chain Tech
- Education
- Finance
- Logistics & Transport
- Retail
- Mining, Oil & Gas

**Gender of Respondents:**
- Female 81%
- Male 19%

**Roles within Organisation:**
- 77% Currently in a SC role

**Levels within Organisation:**
- Coverage from all levels in an organisation

**Management:**
- Good coverage of management span
An insight to the SAPICS members who responded:

82% strongly agree or agree they are happy in their current job!

62% strongly agree or agree that they feel they have career advancement opportunities.
WOMEN IN SUPPLY CHAIN LEADERSHIP PANEL
SURVEY SNAPSHOT – Interim Analysis

Gender of the Most Senior leader:
- 69% Male
- 31% Female

Direct Reports to the most senior leader:
- 1 organisation reported 100% of the direct reports being female
- 8% of organisations have less than 10% of the senior leadership roles filled by women (3 organisations had no women at all)
- 15% of organisations had more than 50% women in their senior leadership team
- 51% of organisations had between 26% and 50% female representation
- 25% had between 11% and 25% female representation

59% report that career advance opportunities are equal across genders. 22% Disagree/strongly disagree.

52% suspect salaries are higher for male employees – 0% suspect salaries are higher for female employees.
An insight to the SAPICS members who responded:

Broad range of initiatives and policies were reported by the respondents with flexible working being the most frequent.
“Men apply for a job when they only meet 60% of the qualification but women apply if they meet 100% of them” (Harvard Business Review in reference to a research by Hewlett Packard in 2014.)
What actions have you personally taken to advance your career?

- Formal Education
- Short courses, self-learning, on the job training, seek feedback
- Networking & Coaching
- Stretch Assignments
- Flawlessly deliver, build trust
- Move organisations

Have you ever witnessed or experienced discrimination in the workplace?

- Yes 56%
- No 44%

“Investing in your growth and self-development isn't selfish its self-care and it is your responsibility!”
WOMEN IN SUPPLY CHAIN LEADERSHIP PANEL

BREAKING DOWN BARRIERS

Moderator: Dr Pretty Mubaiwa, Director Corporate Affairs & Gender – Africa Resource Centre (ARC)

MJ Schoemaker – President of SAPICS and CEO ProscE2E, South Africa

Lebogang Letsoalo – CEO Sincpoint, Founding Member African Women in

Azuka Okeke – CEO Africa Resource Centre for Excellence, Nigeria

Kirsten Nel – Head of Sales Janssen Pharma companies, Johnson & Johnson, South Africa

Lisa Venziano – ASCM Chair, USA

THE LEADING EVENT IN AFRICA FOR SUPPLY CHAIN PROFESSIONALS
Leadership Strengths

Feminine
- Empathy
- Collaboration
- Compassion
- Creativity
- Initiative
- Resilience
- Intuition
- Nourishing
- Systems-thinking
- Vulnerability
- Multi-tasking

Masculine
- Power
- Competition
- Assertiveness
- Rationality
- Goal-orientation
- Independence
- Strategic thinking
- Discipline
- Risk-taking
- Independence
- Single-tasking
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