

The Marathon

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Passion and Commitment



Strategy



Self Efficacy/Ability



Load distribution



Pacemaking



Confidence/positive 'self'-talk



Training



Resilience



Sponsors and Incentives



Competing life demands



Support for and from team members



The Institutional Change Marathon

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Visible sponsorship and sustained Commitment from CEO and Board	
Diversity Goals in Strategic Plan linked with Organisational Culture and Sustainability	
Policy Analysis and Benchmarking	
Organizational and unit Profile analysis and benchmarking	
Equitable & Innovative Employment Policies and Practices	
Support for sustained networks, taskforces or committees that include men	
Training and development aligned with Organisational Cultural Change	
Mentoring and development programs	
Recognition of potential and contribution relative to opportunity in recruitment and promotion	
Monitoring and evaluation	

The Science Research Career Marathon

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Passion and committment



Sponsorship



Track record



Continuous employment



Confidence



Post-doctoral achievement



Long hours



Political skills/resilience



Adaptive career strategies



Domestic duties



Extended leave



The Individual - Science Research Career Marathon

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Networks/connections/knowing the right people	
Good track record	
Being good at your work	
Projecting positive image at work	
PhD	
Supportive Partner	
Conforming to organisational goals	
PhD from a leading university	
Working long hours	
Joining the right professional societies	

Diversity Implementation Cycle

