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FEMALE EXECUTIVE SEARCH CELEBRATES THIRD ANNIVERSARY

LONDON, June 15, 2021 /PRNewswire/ – In June 2018, Female Executive Search was founded at a time where just 7% of their pool of vetted international candidates were women. Now, after just three years, it's pleasing to report on the positive changes in those numbers and in the landscape.

As of today:

- 15% of their international vetted candidates across 40 countries are female
- Where competencies fit, they systematically present 1 female and 1 male for every position
- 20% of their placements are female, a figure that has grown by 50% in the past 6 months
- France Dequibec, MD of FES, personally interviewed over 350 female C-level candidates from across the globe
- They have placed women in CEO positions globally

There have also been strides made in regulations around the world, with quotas being brought in for Board and Management level positions. Of course, there's still work to be done - especially as the world recovers from the impact of the COVID crisis; something that impacted the careers of women more so than men.

So, what are we observing as issues women are continuing to face in 2021?

- Female Impostor syndrome

Although impostor syndrome isn't exclusively experienced by women, it is known to be [more prevalent amongst women](#). Emily Hu says "We're more likely to experience impostor syndrome if we don't see many examples of people who look like us or share our background who are clearly succeeding in our field". This is why the work at Female Executive Search is so important - to boost diversity and inclusion in companies, specifically at C-level, to alleviate these feelings in female leaders.

- Queen Bee syndrome

According to [Forbes](#), queen bees are women in positions of authority who are more critical of female subordinates. This phenomenon was something that, as more women entered the workplace over the past few decades, was expected to peter out. It hasn't. But why? Evidence suggests that it's [how women cope with the gender discrimination they've faced](#) in their own career. So, the only way we can effectively eliminate this phenomenon is to remove gender bias in our organisations.

- Gender stereotypes

Dangerous gender stereotypes can kill a woman's self confidence. Women can hold themselves back from pursuing prestigious roles because they believe they won't excel, despite being a suitable and worthwhile candidate. Female Executive Search works hard to use language and phrasing, running their ads through anti-bias reviews, so as to avoid stereotypes and ensure inclusivity in their promotions.

France adds "Our FES platform gives women the confidence to showcase their professional skills, and helps our female candidates to boost their personal brands and increase their digital exposure through multiple tools - including videos, an initiative we continue to build upon.

We will continue to work tirelessly to boost the number of women in leadership positions around the globe, and cannot wait to see what the next three years will bring for us! We're excited to see the regulations and initiatives that develop that will lead us into a future that is equal, diverse and inclusive!"

If Female Executive Search can support you in boosting your board with exceptional female talent, or you are looking for your next step into a C-level, board or executive position, get in touch for a conversation around how they can help. <https://www.female-executive-search.com>

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