

Embracing Diversity from within

Diversity is a topic that receives a lot of attention, especially today on International Women's Day. Within Aspen API, we think diversity is incredibly important diversity within a company means a healthy mix of differences in people, both demographically and culturally.

Within Aspen API, there are areas for improvement when it comes to diversity. In several departments, for instance, the percentage of male employees still predominates.

Continues learning & development is an important part of Aspen API, this year a group of ladies decided it was time to embrace diversity and take action.

Leadership

Accordingly, Merel Sondaal, Ineke Lunenburg, Aliene Alting, Mellany van Heijningen-Ramaekers, Ingrid Sybesma, Giselle Cardenas, Lonneke de Bont and Waltraud Vos attended a training called: Leadership for Women.

This training focused on finding your personal leadership style and

“Don't be afraid to be a woman and embrace your feminine qualities!”

Merel Sondaal



Photo: Left to right: Merel Sondaal, Ineke Lunenburg, Aliene Alting, Mellany van Heijningen-Ramaekers, Coach, Ingrid Sybesma, Giselle Cardenas, Lonneke de Bont (not in picture: Waltraud Vos).

“This training has given me the confidence to share my vision in a mainly male setting too.”

Ineke Lunenburg

embracing your qualities in relation to others. The reality is that as a female leader, you are often still in the minority, this can make you feel that you are not always heard.

It is not easy for everyone to share her views. It can be intimidating to communicate your (female) vision clearly and powerfully in an environment that is focused on male energy. Yet it is of great importance to make yourself heard. Your vision and your different perspective can be decisive in solving problems and seeing new opportunities or possibilities.

Make your voice heard

Within Aspen, we have a culture where we motivate each individual to share his/her vision. In reality, this can be difficult if you feel like you are on your own.

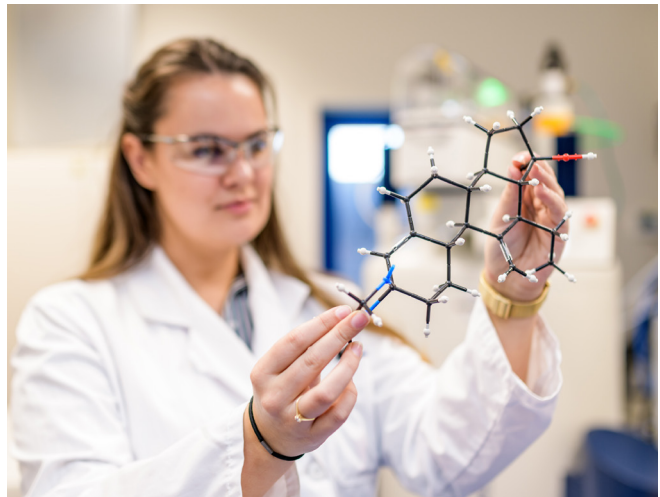
During the training, a lot has been shared. Lonneke de Bont: "It was scary to expose yourself and share your personal pitfalls. This was an important part of the training. After all, you can only lead successfully if you know yourself."

Sharing insights has provided a lot of recognition and made the group incredibly close. "I now have 7 extra pairs of shoulders to lean on."- Merel Sondaal.

Starting point

The "Leadership for Women" training was just the starting point to raise awareness for diversity within Aspen.

We hope to inspire many more women (inside and outside of Aspen API) to make themselves heard in order to increase the number of female leaders and create more diversity!



Aspen API & diversity

Aspen API provides a safe and healthy workplace, good remuneration, excellent training and equal opportunities for all. We want to develop further in terms of inclusiveness and diversity to improve these aspects of the chain.

Aspen API firmly believes that workforce diversity contributes to a creative and resilient organisation that performs excellently. Therefore Equity, Diversity, Inclusion and Belonging are important topics on our agenda.

“I regularly have meetings with only men, I have no problems sharing my vision in this setting but it would be nice if more women were present. Especially to see what that does to a meeting”

Aliene Alting