



Talking **Talent**

Brilliance in Diversity



Challenging the status quo and empowering your top female talent

The challenge of female representation at board level and the progression of women is well documented. Businesses and governments recognise that enabling women to work at the most senior levels is not just good for the individuals involved, but also makes sound business sense. We're passionate about helping organisations achieve their equality goals and move far past current figures that show women make up just 29 per cent of hires to UK boards.

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WOMEN'S LEADERSHIP COACHING

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Talking Talent's coaching, which focuses on unlocking an individual's full potential in line with their goals and those of the business, is undertaken on both a one to one and group-basis. Our programmes go beyond the usual leadership training courses as we encourage the group to establish a self-sustaining network to continue to coach each other beyond the life of the programme.

As with so much of our coaching, while individuals are recognising their ambitions, their managers are also involved in the programme - setting objectives, providing support and reviewing progress. It's never about managing just the immediate environment but holistic in considering organisational influences.

Talking Talent's Women's Leadership coaching is aimed at significantly improving the talent pipeline for organisations that recognise the commercial benefit of retaining and progressing their best female trailblazers.

THE BENEFITS OF ADVANCING CRITICAL SKILLS

Talking Talent uses an innovative framework to structure coaching sessions and inspire participants' thinking. The programmes are informed by our extensive research and underpinned by a flexible array of tools, models and exercises. They aren't off the shelf, but rather tailored intensive six to twelve-month leadership programmes that drive real change.

Our in-depth research, together with experience of coaching over 15,000 women has allowed us to establish which skills and behaviours often emerge as 'multipliers' - the skills that enable women to display their authentic leadership styles most effectively and exceed their perceived potential.



Some outcomes for organisations and individuals include:

- Enhanced business performance – increased performance from a group of high potential women has a strong bottom line impact
- Increased retention and commitment
- Career progression – improving gender diversity at senior levels
- Managers become diversity ambassadors through their involvement in the Programme
- Individual performance improvement – unlocking full potential
- A stronger peer network – encouraging collaboration across departments as well as personally
- An increase in self-belief – understanding how to overcome limiting beliefs and manage confidence when it comes to performance and progression.
- Building a personal brand, exploring what it means to demonstrate authentic female leadership
- Developing political savvy – knowing how to navigate organisational politics and when to engage or not · Enhanced presence and impact
- Developing the confidence to have courageous conversations and increasing ability to influence
- Building a strategic network which will support and sponsor career decisions

THE BEST IN THE BUSINESS

Our team of highly experienced coaches all have strong commercial backgrounds, an international outlook, an extensive depth of knowledge, and a proven track record of working with organisations and individuals to improve the performance of women in business. Their passion, high integrity and wisdom enables them to make a real difference to an individual's life and a company's performance.

AFTER WORKING WITH TALKING TALENT

- **Lloyds Banking Group:** 80% of individuals coached went on to take new roles, increased responsibility or gained promotions within one year
- **M&S:** more than 40% of senior positions are now filled by high performing women



OUR CLIENT SERVICES TEAM

Beginning brand new company initiatives like coaching can seem daunting, but our vastly experienced client services team acts as an extension of your HR team. They smoothly handle the day-to-day running of all coaching programmes, logistics and communications.

Our clients often seem surprised by the standout quality of this one-on-one support – and our strong programme management. They cite our ability to think creatively around their specific needs, while turning those creative ideas into a successful and efficient programme, as one of the attributes they value most.

“Working with Talking Talent has been of tremendous value to my organisation and to me. The coaching has enabled me to navigate my career through an extremely challenging time – so securing personal progression and critically allowing for continued business benefits to be achieved. The coaching is of the highest order. I credit my continued professional success and development this year to Talking Talent. They have enabled me to move mountains, unlock potential and perform at the highest level. All achieved while improving my work-life balance.”

Director, Vodafone Deutschland
(prev. Head of Programmes, Vodafone UK)



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