

# Partnership with Fortune 500 Bank

A dedicated female leadership program resulting in promotions for **40%** of participants and retention rates of up to **100%**.

**The Bank partnered with Talking Talent to create a female leadership development program to help women thrive in what has historically always been known as a male-dominated environment.**

## BACKGROUND

The Bank's Diversity and Inclusion council identified retaining female talent as critical to achieving their objective of increasing the number of women in senior positions.

It was decided that a development program at the VP level would increase the support for key female talent and equip them with the tools needed to move into leadership roles in the organization.

They also saw this as a good opportunity to promote networking across all lines of business and improve engagement.

## PROGRAMS

Launch Event: This demonstrates senior sponsorship and includes the delegates' managers to improve buy-in and networking.

As part of the program, delegates find a mentor (and/or sponsor). Delegates then attend 4 modules, each a day in length, spaced approximately 1 month apart. 121 coaching has been provided as a bolt on option through the program. Each module has pre-work and homework. Topics covered include:

- Authentic Leadership
- Personal Brand
- Networking, Political Savvy and Influencing
- Career Planning, Work-life Balance, Delegation.

Close event; delegates present what they have learned back to all of the managers. It also includes action planning for the future and a celebration networking event.

"The development programs we have run with Talking Talent have created a wonderful platform for our high-talent women to develop and progress."

EMEA Head of D&I

## PROGRAM RESULTS

The aim is for individuals to attain promotion 2/3 years post program. Statistics from the program include:

<b>2009</b>	Participants 15 Still with company 15 (100%) Title Promotions 11 (73%)
<b>2010</b>	Participants 4 Still with company 4 (100%) Title Promotions 3 (75%)
<b>2011</b>	Participants 52 Still with company 49 (94%) Title Promotions 17 (35%)
<b>2012</b>	Participants 30 Still with company 27 (90%)
<b>2013</b>	Participants 26 Still with company 26 (100%)
<b>Total</b>	Participants 127 Still with company 121 Title Promotions 35 (40%)