

# Partnership with LCP

Lane Clark & Peacock teams up with Talking Talent to support parents and managers.

**LCP is committed to diversity. The firm believes that by providing opportunities for everyone to realise their true potential, their staff and partners will be able to perform better and provide the best possible service and solutions to clients.**

## BACKGROUND

The business engaged with Talking Talent to work together on a holistic programme to support talented individuals with the complex parental transition. They want to help people maintain career momentum and successfully re-integrate back into the business.

As part of their wider diversity strategy, LCP is committed to supporting their talented expectant and new parents through coaching as they believe this will have a big impact on the progression of women, helping to increase the number of female role models and ultimately enhance the business culture.

## THE PROGRAMME

Working with Talking Talent, LCP have taken a proactive approach to improving the retention, engagement and development of working parents. One of the aims being to achieve a long-term culture change, with an increasing proportion of females at senior levels. The coaching programme aims to meet the needs of each individual and covers all stage of the parental transition: pre, during and post, either one-to-one or in a group setting.

The executive coach helps individuals plan their parental leave and to reintegrate back into the workforce on their return. Additionally, the programme supports women by increasing their confidence and motivation. From LCP's perspective, the coaching helps minimise the impact on business and clients, while ensuring business continuity is maximised.

The unique aspect of this programme is that LCP have recognised the real need to not only support the individuals but their line managers and the firm's leadership as well. They want to shift perceptions and organisational biases so that working parents can thrive.

As a result, they run group coaching sessions for all their team leaders as well as all their Partners.

This is a cutting-edge approach and the sessions have been crucial in getting the business leaders to think differently around how they have the quality of conversation they need to have with all employees.

The holistic approach has already enabled positive conversations, retained talent and increased understanding and attitudes towards inclusion and diversity.

“This is a great programme as it really engages with Partners and the culture as well as ensuring team leaders and individuals are equipped to have powerful and meaningful conversations during the working parent transition. It has been a privilege working with LCP and getting feedback on how the team leader and partner sessions are already having an impact on the experience of individuals”.

Jo Lyon, Co-founder and Managing Director, Talking Talent

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## PROGRAMME BENEFITS

All employees now have a greater awareness of the challenges many parents face, as well as an understanding that careers can develop at a different pace – a true shift in culture and outlook. LCP recognises that it does not have to be a linear progression to still succeed in the firm. This greater awareness has also led to a sense of individual responsibility to help support others. In addition, the firm has seen higher levels of staff engagement as a result of the programme.

Psychological barriers to difficult conversations have been reduced. Parents feel confident to embrace working parenthood and are open to sharing experiences. Partners and people managers feel more involved and are making a real impact and difference top down.

Although the full programme has only been running for 6 months, LCP are confident that they will see a sizable impact on retention, progression and productivity.

“This programme is part of a wide range of initiatives in LCP to increase diversity. We want to enhance support for parents in the workplace, helping individuals actively engage in their career with LCP before, during, and after a period of extended parental leave. The support recognises that “one size doesn’t fit all” and ultimately delivers higher levels of staff engagement and productivity”.

Amanda Treagust, HR Manager, LCP

“I found the session very helpful, giving me much more confidence about the appropriate conversations to have with staff, and dispelling some of my preconceptions about topics I should be avoiding. This led to a really positive meeting with an appraisee who would be going on maternity leave shortly, where we could have an open and productive discussion about how we could accommodate their needs and the needs of the business without any significant issues”.

Rob Guthrie, Investment Partner, London, LCP