

Partnership with Siemens

Women into Leadership programme at Siemens to accelerate the **progression of high potential women** and **improve gender balance** at the top.

Global engineering and technology powerhouse Siemens engaged Personnel Today's 'Consultancy of the Year' Talking Talent in a bid to accelerate the progression of its high potential women and improve gender balance at the top of the organisation.

BACKGROUND

Women continue to be significantly underrepresented in the engineering and technology industry and Siemens has a strategic priority to attract and retain more women in the business. National trends illustrate an erosion of gender diversity with seniority, which has historically been typical within Siemens. However, the Siemens Women into Leadership programme aims to reverse this trend and empower female talent to take up leadership roles.

Siemens approached Talking Talent to develop and deliver its Women into Leadership programme, as a result of the coaching consultancy's in-depth knowledge and renowned expertise in gender specific development for women. Siemens required a high impact, coaching-led intervention to accelerate engagement and performance.

PROGRAMMES

The Women into Leadership programme is aimed at the next generation of senior leaders. The focus is to ensure Siemens inspires, retains and engages high potential women and enables them to maximise their potential.

It consists of both group and 1:1 coaching, targeted and tailored events, as well as mentoring from senior individuals in the business, across a six month period. Each cohort is made up of twelve high potential women.

The programme looks to address common areas that tend to impede women from progressing, including:

- **Self-belief and confidence**
- **Political savviness**
- **Networking**
- **Influencing**
- **Authentic personal brand**
- **Presence and gravitas**
- **Strategic career planning**

In addition to coaching each individual, the programme also focuses on the role of her line manager in career progression and provides support for the corresponding manager cohort. Talking Talent research among global cross-sector organisations highlights better line manager support is the no.1 request from women wanting to progress their careers, while sadly one in three women say line manager behaviour impedes their career prospects.

“We are clear about the benefits of a more diverse and inclusive workforce, both from a commercial and individual perspective. We are excited to be partnering with Talking Talent to support Siemens' success and strengthen inclusion and diversity in the business.”

Julie Holyland, Learning and Talent Development Lead

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LATEST RESULTS

As of June 2017, the Women into Leadership programme at Siemens has been running for nine months. The early impact has already been significant, with 60% of participants having taken on a stretch assignment, additional responsibility or done something they wouldn't have done before, and 80% stating they have gained more confidence as a result of the programme.

There is a 94% satisfaction level with the programme's effectiveness, a 96% likelihood to recommend it to a colleague, and a 98% satisfaction level with the Talking Talent coaches leading the programme.

Softer benefits of the programme have included providing opportunities for participants to network with other women in a similar situation across Siemens, exposure to Executive Board members, improved engagement, productivity and performance and increases in morale.

"Siemens is leading the way in our sector with the launch of our new 'Women into Leadership' programme. In a period when all big companies are under pressure to achieve the Government's target of 30% female boardroom representation, I am so proud that we have walked the walk and translated debate into action. This is not about meeting targets. We have such an incredible diverse talent pool and we want to be the company where women have the same opportunities to rise to the top and become leaders just as much as men".

Maria Ferraro, Chief Financial Officer