

Partnership with Fortune 500 Bank

A dedicated female leadership programme 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 programme 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 programme 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 organisation.

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

PROGRAMMES

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

As part of the programme, delegates find a mentor (and/or sponsor). Delegates then attend 4 modules, each a day in length, spaced approximately one month apart. 121 coaching has been provided as a bolt on option through the programme. 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 learnt back to all of the managers. It also includes action planning for the future and a celebration networking event

“The development programmes 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

PROGRAMME RESULTS

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

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