

Partnership with **Kellanova**

In 2022, Kellanova identified they had a gap in the leadership development proposition to advance their female talent and combat the beliefs and barriers that prevent them from reaching their full potential. To tackle this challenge, the company partnered with Talking Talent to design a solution.



We have a great relationship with Talking Talent, what I was most impressed with is their ability to flex and customize the program to fit our needs.

Kayleigh Broughton, Senior HRBP Talent and ED&I, Kellanova Europe.



Kellanova had largely achieved gender parity at middle-management level but still had underrepresentation of females at executive levels.

"There was a growing pool of women who were high performers, but what we wanted to do was unlock their potential for more senior positions," explained Sarah Phillips, HRBP and ED&I at Kellanova. "They were not 'stuck' where they were, but there was something blocking them. Maybe it was their self-belief, or we just needed something to help open the door."

Talking Talent's Women's Leadership program: aimed at helping your organization go from where it is to where it should be.

Program Results

- **83%** retention rate of participants in the program
- **11%** of the participants have been **promoted** since attending
- **42%** of the participants in the 2022 program went on to serve as mentors for participants in the 2023 program