

## BUSINESS CASE STUDY

# Empowering change at a global conglomerate with gender-smart solutions



### ORGANISATION:

A Global Digital Transformation Leader



### COHORT SIZE:

147 Participants



### TARGET LEARNER'S GROUP:

Entry to Mid Level Women Leaders

## THE PROBLEM

What strategies can a global conglomerate employ to develop their high-potential women talent in successfully navigating and balancing their careers, personal lives, and home responsibilities, while further enhancing the organisational culture?

Our focus was to build a forward-looking approach that takes into account the challenges women face, the rapidly evolving business landscape, emerging trends and potential disruptions—enabling the organisation to stay ahead of the curve.



## THE SOLUTION

To effectively address the challenges women face in their personal and professional lives, we developed a solution that recognised those unique and complex pressures.

Our approach aimed to provide them with the necessary support to successfully navigate the multiple forces that operate simultaneously in women's lives, including their personal aspirations, home responsibilities, and career ambitions.



### Diagnosing the Learning Needs

We conducted an assessment to help women assess the extent of their abilities so as to improve upon them.

We employed our Enhanc(Her) Assessment which rests on the 3 pillars of a Woman's life, Self, Organisation & Family, and is designed to help them navigate through their journey by identifying their strengths and development areas.

With this customised assessment we would build solutions to enhance the personal and career progression of each participant.



### Designing a Blend of Interventions

The intervention comprised a comprehensive roadmap for women and was a combination of:

- Instructor-led mandatory training sessions focused on development of key areas for the entire cohort.
- Direct interaction with global thought leaders focused on identifying and dealing with self-defeating behaviours that hold woman back.
- Self-paced training with tools and knowledge enabling them to take control of the pace of their own learning and growth.
- Group mentoring conversations for peer learning and cultivating a sense of community and support.



### Delivery and Execution

With a dedicated project manager overseeing the process, we ensured seamless communication and a deep understanding of the cohort's needs.

Each participant had to complete mandatory training hours as a prerequisite for progression. Additional content was provided to both the organisation and participants, for ongoing growth and sustenance.

Using data from our comprehensive assessments we shared individual development plans with the participants, reporting managers and HRBPs. By developing high-potential women to achieve their individual aspirations, we enabled them to contribute to the larger goals and vision of the organisation.



## THE IMPACT

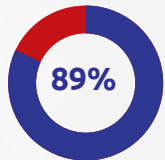
### Participant Score Progress



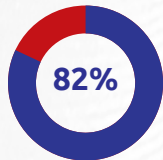
**8 OUT OF 10**

\*Participants saw an upward movement in scores upon completion of the program.

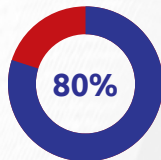
### Highest improvement categories for the participants



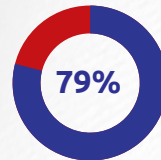
**Purpose Awareness**



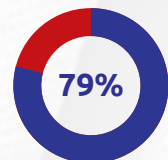
**Networking**



**Conflict**



**Accountability of Self**



**Power of Self**

\*The data is a comparison between the pre and post program assessment score

### Growth highlights



#### INDIVIDUAL

- Skill enhancement
- Personal development
- Networking opportunities
- Goal setting and achievement



#### ORGANISATIONAL

- Employee training and development
- Enhanced employee motivation
- Increased creativity and innovation
- Foresight and strategic planning



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