



BUSINESS CASE STUDY

Skilling high-potential employees for strategic alignment & implementation

THE PROBLEM

What would be the best approach to enable early-to-mid career women employees of a tech conglomerate to accelerate their career progress and leadership development?

How can we ensure their continuous growth and success in the competitive tech industry?

Our focus was on equipping these women professionals with the essential support and guidance needed to thrive in the demanding and competitive landscape of the tech industry.



ORGANISATION:

Tech Conglomerate



COHORT SIZE:

225 Participants



TARGET LEARNER'S GROUP:

Early to Mid-Career Women Employees



THE SOLUTION

To achieve the desired results we first needed to recognise the unique challenges women faced and design our program to provide them with the tools, resources, and mentorship necessary to navigate their journey towards success.

Our comprehensive approach began with a process of self-reflection and the stakeholder review on it that helped us and them gain valuable insights into their goals and aspirations. Leveraging this knowledge, we matched each participant with mentors who possessed the expertise and experience aligned with their needs. The program then progressed to dynamic group mentoring sessions with seasoned experts.



Diagnosing the Learning Needs

To effectively diagnose the learning and development needs of the women professionals of a large tech organisation we had a Program Expectation Form and Individual Goal sheets filled by each participant.



Designing a Blend of Interventions

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

- Group mentoring sessions for peer learning and cultivating a sense of community and support.
- Leadership connects to gain exposure to industry trends and learn from experienced leaders.
- Cohort specific masterclasses to acquire specialised knowledge, skills, and insights relevant to their career goals
- Community events to build valuable professional relations and gain exposure to diverse perspectives & ideas.



Delivery and Execution

Our comprehensive approach enabled 72 triads to successfully get mentored on topics related to career progression, work-life balance and leadership development.

A mentor feedback was provided to the mentees, along with constructive insights and recommendations for their professional growth. Additionally, individualised action plans were crafted to guide and support their future development.

THE IMPACT

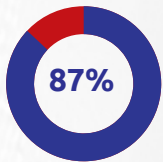
Participant Score Progress



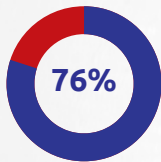
7 OUT OF 10

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

Highest improvement categories for the participants



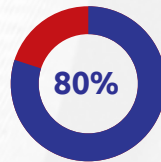
Career advancement



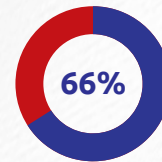
Leadership skill enhancement



Positive behavioural changes



Personal growth



Organisational performance enhancement

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

Growth highlights



INDIVIDUAL

- Career progression
- Skill enhancement
- Increased confidence
- Increased job satisfaction
- Increased visibility & recognition
- Effective time management



ORGANISATIONAL

- Enhanced talent retention & engagement
- Improved team work & collaborations
- Increased productivity
- Strengthened employer brand



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