

Advancing in Leadership

One-year senior leadership programme for women

Increasing engagement and representation of women in senior roles across a global bank

Consulted, designed and facilitated bi-monthly sessions with a number of cohorts of aspiring female leaders. This focused on recognising strengths and aligning these to organisational strategy and change initiatives.

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Challenge

Across many workplaces, there has been a notable drop-off in the representation of female workers between middle and senior management. Acknowledging this challenge, the bank decided to create a bespoke coaching programme that supported female leaders across all their global offices.

Summary

A global bank of over 100,000 employees had identified a pool of aspiring female leaders that were potentially “at risk.” A selection of this group was invited to attend the Advancing in Leadership programme.

Design - Consulted with the business to co-create a year-long programme aimed at increasing both leadership identities and opportunities for female talent

Delivery – There were three components of the delivery:

1. A global cohort kick-off and celebration sessions with sponsors and coaches
2. Six sessions for cohorts of approx. eight participants every two months focusing on their needs with some input
3. A 360-Feedback debrief session for all participants using [ZengerFolkman's Extraordinary Leader](#) tool.

Key components

- The programme incorporated senior sponsorship and involved individual mentors and MD facilitators throughout the year.
- Created and facilitated 6 sessions throughout the year focusing on personal brand & awareness; network building; speaking up; navigating the matrix and career planning
- One-to-one coaching for several of the participants to explore challenges, personal growth and opportunities

Outcomes

It was so successful, it continues to run nearly ten years later and has now been incorporated across all populations of the bank.

I had the great pleasure of working with Edward facilitating a group of rising female leaders at HSBC. His leadership was fabulous - super insightful, inquisitive and engaging. We had anticipated doing our leadership program in person, but had to shift gears to virtual very quickly as the pandemic closed England down, and Edward managed that beautifully.

I also appreciated the 1:1 time we spent together, his questions always made me think deeply about leadership and how I lead. He made me feel safe and confident and while he wasn't my personal coach, I could absolutely see him adding huge value to anyone that worked with him, in a group or individually.

Alexis Vasquez Meissner
Global Head of Sales, Security Services

Participant Feedback

