

# Increasing Retention of High-Talent Women Leaders

## CASE STUDY

## PROFESSIONAL SERVICES FIRM



### SNAPSHOT:

#### THE ORGANIZATION

- Professional Services Firm
- \$46 Billion Revenue
- 312,000 Employees Worldwide

#### LENGTH OF PROJECT

- 11-month program
- Program has been running for 20 years and ongoing

#### OUR EXPERTISE

- Women Leaders
- Accelerated Development Programs

#### OUR TEAM

- 1 Lead Relationship Manager
- 3 Consultants

### THE CONTEXT

One of the largest professional services firms in the world had a definite concern: Women within the organization were leaving at a rate of 40% each year in some areas of the organization, greatly diminishing the pipeline of future partner talent. We played a key role in helping this organization increase its retention of talented women leaders at the senior manager level.

### OUR APPROACH

After interviewing incumbents and reviewing the attrition data, we designed a highly successful development and retention program.

The eleven-month program, focused on 24 high-talent women who are selected each year, includes:

- A thorough leadership assessment which includes 360 interviews
- Four two-day skills clinics
- Executive coaching from our seasoned, expert team of executive coaches

In addition, program participants receive support and guidance from client sponsors and informal interaction with female senior partners who serve as role models.

### RESULTS

- The program has successfully supported the promotion of women for two decades and is the organization's longest-running program for women.
- The current retention rate is 97.8%, significantly improved from the 60% at the inception of the program.

**BPI group** 

The Global Leadership,  
Talent & Transition Experts