



## CASE STUDY

### Gender Review

#### PROFILE

Global professional Services firm – Over 1,200 employees nationally

#### INDUSTRY

Professional Services

#### CONTEXT

Our client is committed to building a diverse and inclusive workforce and recognises that a key building block in this strategy is to grow the number of women in leadership roles.

#### KEY BUSINESS REQUIREMENTS

To engage an external, impartial diversity expert to:

- › To design and run a process to canvas the opinions of current employees and Alumni with the aim of understanding what some of the key barriers are to progression for women in the firm.
- › To assist our client to develop a strategic plan which serves to address some of these barriers.

#### OUR OFFERING

We designed and ran a series of nationwide focus groups which allowed employees to provide honest and open feedback as to the key barriers and enablers to career progression in the firm for women.

The focus groups were supplemented with confidential one on one interviews with key senior employees as well as Alumni. The research was then collated into a detailed report on findings as well as recommendations and presented to the Executive team.

#### OUTCOME

A key outcome from this project is the implementation of a number of strategic initiatives aimed at addressing some of the barriers to progression for women.

