



CASE STUDY

Global Fortune 50 organisation partners with Learning Tree to **improve DE&I challenges**

Women In Leadership workshops deliver measurable impact with a 25 % increase in promotion rates.



THEIR CHALLENGE:

A Fortune 50 global organisation struggled with its diversity, equity, and inclusion efforts to improve the ratio of women in leadership positions, and partnered with Learning Tree to develop a programme that aims to:

- **Break the glass ceiling for women** in senior management roles, particularly in their key technology division, with the lowest per cent of women across all groups in their division.
- Formalise a mentoring programme for existing female employees to be **role models** and **inspire other women** to join the organisation.
- Build a pipeline of **women in leadership positions**.

OUR SOLUTION:

Learning Tree developed the **Transformational Leadership for Women Workshop** – a blended learning programme developed to increase gender diversity in leadership roles.

Programme success indicators needed to show impact on business beyond the classroom:

1. Executive sponsorship between senior level management (C-level) and mid-level managers to identify and develop high potential performers.
2. Extend learner support and continue development through a post event alumni network.

This programme provides tools to identify and overcome self-limiting beliefs, addresses a hot topic amongst most Board of Directors and has been deployed at other Fortune 50 organisations facing the same DE&I challenges.

KEY RESULTS:



3,500+ Graduates
Since Inception



25 % Higher Promotion Rate for Senior Leadership Role Attendees



Over 20 % Retention Increase for Leadership Pipeline High Performers



“I recommend this course for every woman. I am leaving a completely different person.”

- LP, App Developer Lead

“Wonderful program, this got me to reflect and be aware of my untapped potential.”

- GB, Vice President

“Managers and senior leaders report women demonstrating more confidence and therefore are more effective in their leadership.”

- Erica Elam-Simms (she/her/hers), Learning Tree Instructor & Authorized Instructor-Coach on this program



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