

### THE CLIENT

One of the nation's largest independent, employee-owned insurance brokerage firms

**45%**

Increase In Female Leadership

**9/10**

Overall Satisfaction Rating

Call today to talk to a consultant at (440) 337-4700

### THE PROBLEM

The organization lacked women at the highest levels of leadership and women were not receiving as many advancement opportunities as their male counterparts.

### THE SOLUTION

PRADCO developed and executed a multi-year program to help female leaders develop the leadership behaviors and competencies needed to advance their careers and improve business outcomes. The Striving for Excellence: Women in Leadership program was rolled out in multiple phases with women working at different levels within the organization. Participants were assessed to identify their existing strengths, coached on ways to develop areas where they were not as strong, and provided opportunities for cross-functional networking, peer coaching and sharing of experiences.

### WHAT EMPLOYEES HAD TO SAY

1 "I give a lot of credit to the Women in Leadership Program. It is one thing to have the knowledge to do great work as a professional, but it is a huge step forward for me to have the confidence and belief in myself to share and implement ideas that I have put forward. There are various techniques and tools that this program provided that have allowed me to step out of my comfort zone, taking my leadership to a new level."

2 "After participating in the program I was able to walk into a room with my head held high and the confidence that I could back up what I was saying. I maintain that confidence as I walk into large businesses all over the world and I am excelling in my position."

### KEY TAKEAWAYS

- Nearly 18% of the organization's total workforce participated in the program.
- Less than 5% of the organization's supervisors were female at the start of the program. Five years and six phases of the program later, more than 50% of supervisors were female.
- Of those women, 30% held positions at the top levels of the organization.