

Case Study

Lendlease

Case Study Highlights or Headline Statement

Personal Development Programme

Case Study Theme(s) Covered

Core Themes

Bridging the Perceptions Gap
Cultural & Behavioral Change

Underlying Good Practice Themes

Mentoring & Training
Retention & Development
Career Progression and Opportunities
Sharing Good Practice
Challenging Bias/Unconscious Bias
Flexible Working

Case Study Background

We are committed to invest in and consolidate our talent pipeline by running leadership and personal development programmes. Our personal development programme Empower was launched in 2017 in partnership with the Springboard Consultancy, a world-leading international training and development provider.

Description of Initiative(s)/Policy Review/Process Change/etc

The Empower Programme includes personal development workshops, mentoring and networking opportunities. The Empower Programme aims to boost women's confidence and enable women to demonstrate assertiveness and promote a positive image. A number of our Empower participants have been allocated a mentor who is a senior female leader in our business since completing the programme. Other participants have been provided with the opportunity to participate in a 'Reverse Mentoring Programme' where they act as mentors to senior leaders. Other development opportunities that the Empower participants have been offered are to present at the Sprint Development Programme, which is a programme that the Springboard Consultancy deliver for female undergraduates at Surrey University, host Career Talks in local schools and organize networking events.

Description of Outcome(s)/Benefits/Lessons Learned/Progress Check

62 female Lendlease employees have taken part in the two Empower Programmes since 2017. A number of participants reported that they feel more confident and clearer about their career goals and aspirations since participating in the Empower programme. More than 50% of participants have taken on extra responsibilities or have been promoted since completing the programme. 90% of participants said their communication skills have improved and 80% said they have more control over their future.
