

## **EnergiseLegal case study**

### **Firms/Human Resources/Talent management**

### **Hi-potentials Women Talent Development Programme**

#### **The Brief**

- Create a bespoke talent development programme for 22 women hi-potentials.
- Programme design created in conjunction with chief talent officers of different firms in the group and the project sponsor, the committee of the firm's network for women staff.

#### **Our Role**

- Bespoke programme design including needs analysis: a) e mailed questionnaire and b) telephone interview.
- Design and facilitation of a bespoke half day group workshop designed from the findings of the needs analysis.
- Individual telephone coaching sessions focusing on specific development needs of individuals.
- Summary insights report to share with chief talent officers and inform and update the HR and L&D strategy.

#### **The Result**

- Future development priorities for hi-potential women identified from qualitative and quantitative data and insights.
- Enhanced engagement of hi-potentials from being developed.
- Individual S.M.A.R.T. CPD and career goals for all 22 hi-potentials.
- The creation of an informal network to share knowledge, develop skills and build cross referral and co-create business opportunities, adding more value to clients.