

## **Gender balance**

### **Einreicherdaten**

Firma: Gender Consulting

Ansprechsperson: Solberg

Anzahl Angestellte: none, Anzahl freie Mitarbeiter: none

Umsatz: keine Angabe

Beschreibung: A consultancy working with customers in private and public sector to increase gender balance where strategic decisions are taken

### **Projektbeschreibung kurz**

The program contains selection, career movement, individual-group- and relation coaching as well sociological theory of leadership and gender. The participants were selected to secure motivation to change. Female Talents were matched to male and female experienced leaders called Agent. Talent/Agent pairs had regular coaching sessions. In addition, Talents had to attend nine seminar days during which they had to perform hard in order to qualify themselves to take more responsibility in higher positions. They were on a stage in a London theatre, discussing career with female business partner in JP Morgan and performed strategic thinking through a top management role play. The Talents increased their responsibilities and the Agents reported change in how they communicated. Talents deliver a report describing how innovation increases their organization's income. The program's intention was to internalize business codes. These codes were revealed through research presented to the Talents.