

HAVE DONE. WILL DO.



TRAINING WOMEN'S SIGHTS ON LEADERSHIP



After Cartus successfully delivered intercultural training to one oil and gas company's multinational team members in Singapore, the client approached the director of our Intercultural and Language Solutions division in APAC, Jenny, about **designing leadership development training for their female employees** in the same location.

The company had a successful track record in attracting female graduate talent (approximately 50%) into their workforce; however, their statistics consistently indicated that the career progress for those same women lagged

considerably behind that of their male counterparts. Furthermore, women who had achieved positions of leadership tended to work in areas that were traditionally considered "soft skills" departments—finance, HR, marketing, etc.—compared to the male-dominated world of operations, where senior leadership roles were filled by individuals with considerable "hands-on" operations experience, which precluded many of the women.

Jenny's team knew that the most effective advocates for change were the women themselves, so they **collaborated with the client to create a customized program to help female employees recognize and address key factors inhibiting their career progression.** The interactive session was designed to enable participants to leverage their individual strengths and empower them with the skills and knowledge required to increase their own career development choices.

The training, initially delivered to 20 employees on the client's Singapore team, was then expanded to even more employees in another APAC office at the client's request. Many of the training recipients went out of their way to share their newly acquired sense of empowerment with our intercultural team.

Finally, **by sparking a broader discussion around how the client recruits, supports, and develops its leaders, Jenny and her team have been given the opportunity to design a program for the client's male employees** that encourages them to understand and value the perspective of their female colleagues.

"This program has helped me ask the right questions on how I want to empower myself both in a professional and personal manner."

"It provides me with clear and measurable tools to unleash my leadership potential."

"Eye opening! I will share it with my daughter!"

"This program inspires me, providing me with the knowledge on how to change and promote myself."

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No matter how complex the relocation challenge, or how unusual the request, Cartus will find the solution that's right for you. Because in 60 years, we've found solutions for just about everything. Visit www.cartus.com/havedonewilldo to see how our "Have Done, Will Do" approach has translated into customized solutions that meet the unique needs of our clients and their transferring employees around the world.