

CASE STUDY

Talent pipeline, career succession and gender inequity

Clearly organisations, and society in general, have a lot to do to improve gender inequality and the gender pay gap.

Our mission at Peepcoach is to ensure that every person has equal opportunity and equal access to an experienced coach to accelerate their personal, professional and business success.

And whilst part of the issue is like-for-like pay discrepancies, the bigger issue is the 'leaky pipeline' (1). Talented, educated, ambitious women come into the workplace and employment funnel and then as they move between graduate and executive they disappear. At entry level, many organisations have a 1:1 ratio of women to men, but at the executive level, it is more commonly around 1:4.

Here are three case studies that demonstrate how Peepcoach has been one part of the solution for these organisations to improve retention, productivity, overall leadership capability, women leadership participation and succession planning.



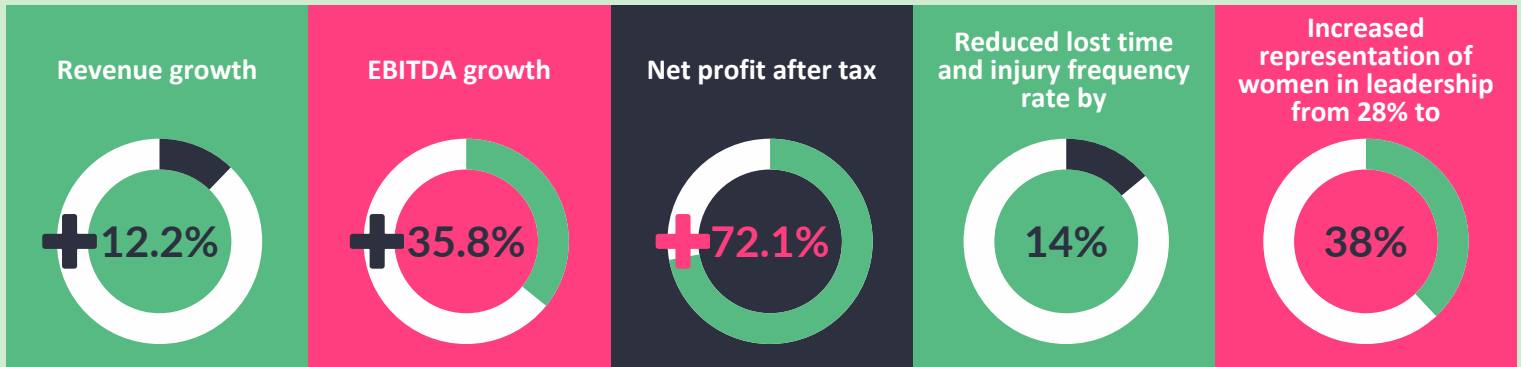
Case Study 1

FMCG and Consumer Goods

Results

Peepcoach partnership

- Commenced: 2020
- Number of leaders supported: 144



38% of all promoted employees were women

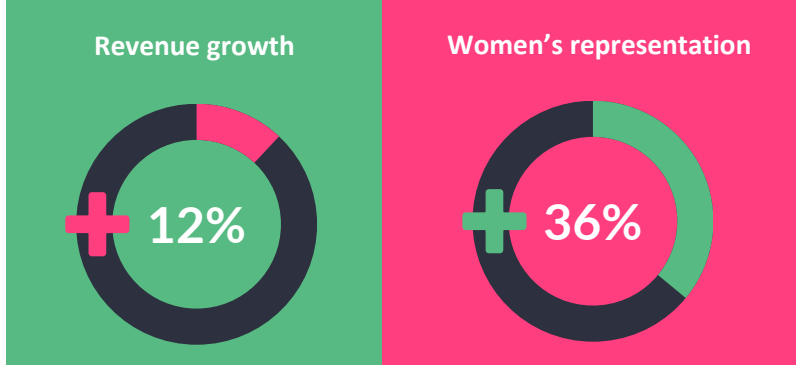
Building a constructive culture

'Fostering an open, supportive, constructive and inclusive high-performing company culture requires leadership from the top. Our Executive Leadership Team (ELT) effectiveness program enables our leaders to model desired behaviours and lead by example. In December, each ELT member completed a leadership impact assessment to build self-awareness around their personal leadership style and learn how to create an environment to allow others to thrive. The program also includes workshops, coaching and robust individual development plans incorporating diagnostic results and personality assessments. The program has achieved positive results, with the expansion of constructive leadership styles since the previous survey. Other development programs include the Thrive senior leaders program, senior leadership team summit, Grow frontline leaders program, and our personal development programs – Connect in Australia and Homegrown in New Zealand.'

Case Study 2

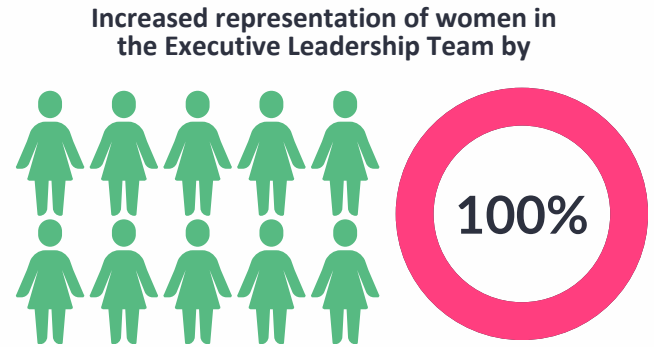
FMCG and Consumer Goods

Results



Peeploach partnership

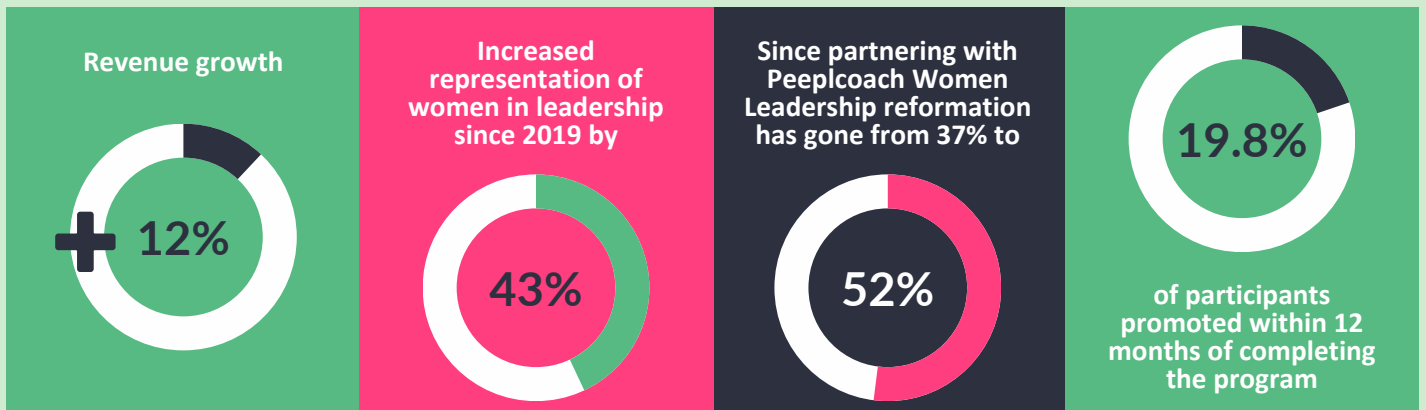
- Commenced: 2020
- Number of leaders supported: 141



Case Study 3

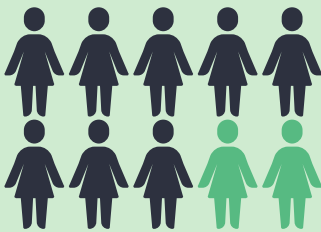
Property Management

Results



Peeploach partnership

- Commenced: 2020
- Number of leaders supported: 220



82.3% of participants on Peeploach programs retained over the period

'I would tell organisations that you cannot afford not to invest in leadership development. Peeploach is a scalable option that offers 1:1 coaching, which others often cannot, and it is affordable and flexible. Peeploach is a true partner to us.'

Sources

- <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>
- <https://cew.org.au/wp-content/uploads/2023-Census-FINAL.pdf>
- <https://www.vicinity.com.au/assets/sb/f/129601/x/836bfaee8d/2023-annual-report.pdf>
- <https://www.vicinity.com.au/assets/sb/f/129601/x/361d96f7bf/2023-sustainability-report.pdf>
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- Bega Cheese Annual Report 2020