



CASE STUDY:

Creating a Diverse Pipeline of Future Leaders

How LHH helped our client increase engagement and retention of their high potential minority associates.



Business Challenge

Our client's Pharmaceutical & Oncology Division discovered that a disproportionate number of their mid-career leaders of color appeared to be hitting a ceiling, preventing them from building their careers and leading to talent retention challenges.

In response, the US Country Head of Diversity and Inclusion created a new Multicultural Engagement Program (MEP)—to identify, invest in, and support the development of this high potential talent and build a pipeline of future leaders. In addition to preparing these leaders for growth, development, and succession within the company, it was also important to find ways to give these diverse leaders a sense of community.

Solution

We provided executive coaches, who matched the trainees' ethnic backgrounds, to develop and mentor nineteen high potential and emerging leaders of color:

- ▶ Five diverse LHH Coaches delivered 1-on-1 Inclusive Leadership Coaching services over the course of six months.
- ▶ Coaching themes included: self-development, coaching others in the workplace, and building and maintaining relationships.

Results

The LHH coaching program, in collaboration with the client's initiative, has been extremely successful:

- ▶ The client expanded the coaching program to 40 more high potentials and emerging leaders.
- ▶ The new group included both African American and Latino/Latina employees.
- ▶ Five leaders already achieved promotions and five more leaders received stretch assignments to prepare them for new opportunities.

In the global economy, we all gain more opportunities and advantages when we're exposed to a wider variety of experiences, diverse thinking, and perspectives. We grow from what we go through—and, at LHH, we've been through and grown quite a bit in more than 50 years. To benefit from our experience and create a DEI strategy that can make a real difference for your organization, please contact us today.