

# Talking Talent FACTSHEET

## OVERVIEW

Talking Talent is a niche, award winning global coaching consultancy leading the gender diversity agenda. We work with clients to unlock the potential within their business and make company-wide behaviour shifts that accelerate business performance.

For more than a decade, we've been working with organisations on tailored coaching programmes that help them to retain talented individuals, increase their effectiveness and ensure that the benefit ripples throughout its business. We have coached in the region of 19,000 women, working parents and line managers, and on average save over £100m a year across our clients in retention alone.

## EMPLOYEES & INTERNATIONAL NETWORK

Over **20 employees** and more than **70 accredited and commercial coaches** worldwide, working in multiple languages.

## GLOBAL REACH

Offices and operations in **3 countries**: UK, North America and Asia.

## CLIENTS

We operate at the heart of our clients' businesses, helping them to achieve their equality goals and drive positive change. Talking Talent's clients span the full range of industries around the world and include 20% **FTSE 100** and 10% **Global 500** companies.

## GEOGRAPHIC REGIONS

We support clients across **5 continents**:

- Europe
- North America
- South America
- Asia
- Australia



## INDUSTRY EXPERTISE

Talking Talent works across **20 major industries**. This industry focus provides Talking Talent's coaches with a thorough understanding of business issues and individual pressures relating to each client.

- Professional Services
- Technology
- Legal
- Financial Services
- Pharmaceuticals
- Advertising & Media
- Engineering
- Insurance
- Manufacturing
- Energy
- Oil & Gas
- Architecture
- Construction
- Telecommunications
- Utilities
- FMCG
- Transport & Travel
- Retail
- Public Sector
- Defence & Aerospace

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## SERVICES

### Women's Leadership Coaching

The challenge of female representation at board level and the progression of women is well documented. Businesses and governments recognise that enabling women to work at the most senior levels is not just good for the individuals involved, but also makes sound business sense. We're passionate about helping organisations achieve their equality goals and move far past current figures that show women make up just 29 per cent of hires to UK boards.

### Working Parents Coaching

Successfully managing individuals through the parental transition, engaging and retaining talent for the long term, is one of the greatest challenges organisations face. Our research reveals one in two women cites becoming a parent as the key pinch-point in her career progression. Talking Talent transforms how organisations manage and support their employees who are going through the transition to parenthood.

### Executive Women's Programmes

Talking Talent's coaching programmes for female executives support and challenge individuals to develop their career and personal vision in a way that is authentic and sustainable to them, while also aligned with strategic business goals.

### Wellbeing and Sustainable Performance Coaching

Talking Talent supports organisations to establish a proactive, tailored and preventative approach to wellbeing. We work with individuals and organisations to create coaching-led interventions based on a diagnostic framework specifically tailored to a leadership audience. These interventions are designed to enhance wellbeing, identify unique issues and provide tools to deliver lasting change.

### Inclusion with Purpose

Leveraging inclusion and diversity – among individuals, cultures and systems – helps create competitive advantages and sustains growth. Talking Talent supports inspiring organisations to achieve their sustainable inclusion and diversity goals through strategic advice, practical solutions and capability building.

### Talking Talent Online

Talking Talent Online helps individuals thrive at work. It is the portable coaching solution for busy professionals wanting support for their careers, and line managers who want to support them.