

Talking Talent FACTSHEET

OVERVIEW

We're the world's leading gender diversity experts. Our coaches and consultants empower individuals and enable organisations to create inclusive cultures that attract, retain and progress diverse talent, and measurably enhance business performance.

For the last 13 years 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 managers and collectively saved clients over £100m each year in retention alone.

EMPLOYEES & INTERNATIONAL NETWORK

Over 30 employees and more than 70 accredited and commercial coaches worldwide, working in multiple languages.

HEAD OFFICES

Offices and operations in 5 countries: UK, France, North America, Hong Kong and Australia.

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.

GLOBAL REACH

We support clients across 6 continents:

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



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

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.

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.

Executive Women's Programmes

At the start of any programme, we collaborate to agree the purpose and intended outcomes for the individual – progression, skills uplift, self-awareness, career transition, role development, career review or performance maximisation. At the same time, we define the strategic importance of the coaching programme to the organisation with the goal of creating a non-judgemental space that embraces personal development and ensures the female talent pipeline is always increasing.

Inclusion with Purpose Consulting

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.

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.

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.

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