

WOMEN'S ACCELERATOR PROGRAM

Company name : APEX CORPORATE SERVICES S.A.

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

The Women's Accelerator Program aims to accelerate the progress of high-performing female talent through the business, eroding the gender disparity at mid- and senior-management levels to provide a clear path for career progression. As part of the financial services industry, Apex Group is taking accountability, putting this proactive initiative in place to play a part in addressing this inequity.

Context

This merit-based program is part of the Group's commitment to women's empowerment and driving positive change in the industry. Women make up around 52% of the workforce across the financial services industry, but that percentage declines at each rung of the career ladder resulting in representation of 37% at mid-management, and just 16% in the C-Suite.

Objectives

The program aims to accelerate the progression of members by providing them with additional resources to further their careers faster. Individuals will build a better understanding of their strengths and weaknesses, helping them to develop and evolve as professionals.

Approach

62 women from 16 locations across the Group have been invited to join the inaugural program in 2022. The Women's Accelerator will provide discussion forums for members to share experiences, discuss challenges and celebrate successes to nurture development and encourage peer-to-peer learning and mentorship.

Impact

The Program is currently in its inaugural year. We will evaluate the progress and development of Program members through our annual review process and promotion cycle. This will determine whether the program is having an impact and if there are areas that need to be improved.

« To do »

Include a specific group of people – Apex Group has only selected high performing women to take part in the inaugural program to encourage the right behaviours and right candidates to drive the program goals forward. Line managers of the program members were also consulted before invites were extended to members. The Program is also varied – keynote speeches are delivered from a range of women inside and outside of the industry to provide a diverse perspective. Contributions are monitored – understanding who is attending sessions and if they are contributing will help to adjust the program for next year whilst helping us to understand if the program is having a positive impact on all members.

« Not to do »

Employee turnover cannot be avoided; some program members have left the business and it's important to understand why that is i.e. if this is down to lack of opportunities for progression etc. Don't assume - not all members are confident with speaking up so it may take more effort to bring them into the spotlight. It's key not to give up on them just because they are quiet. It's also vital to manage expectations of program members; simply because they are on the program does not mean they will be promoted; it's up to them to also put the work in.