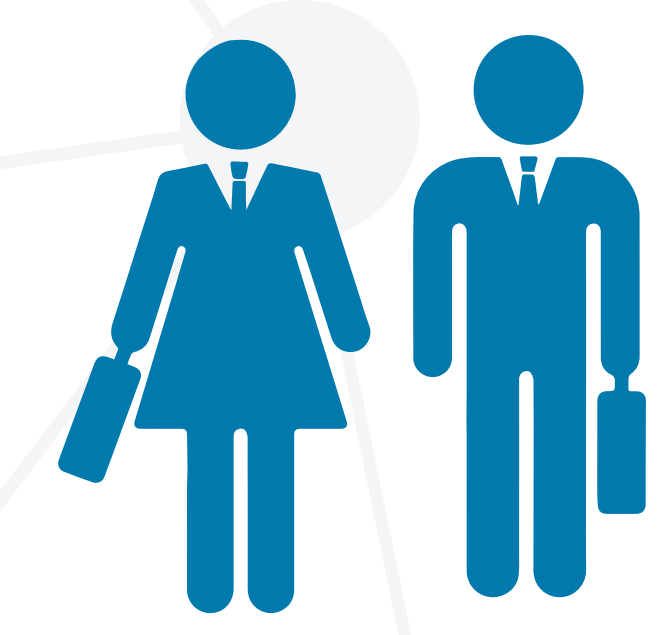


WOMEN IN FINANCE

DEVELOPING TALENT TO ACCELERATE CAREERS

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Globally, within financial services institutions, women held 21% of board seats, 19% of C-suite roles, and 5% of CEO positions in 2021
”

Gender diversity in global financial services, Deloitte Insights

At the same time... many organisations are reporting a 50:50 gender split across all employees.

This means there is a retention and talent management issue to tackle.

Redressing this imbalance will take time and our clients are increasingly asking us to support the development of women in their organisations. This document outlines a few of the initiatives we have partnered on - at all stages of the career journey.



Client Success Stories

1

TALENT ATTRACTION

PRE-DEGREE CAREER WORKSHOPS

Introducing high school and undergraduate female talent to career opportunities in finance.

WOMEN'S TRADER ACADEMY

Supporting a women's trading desk internship with technical training and trading simulations.

RETURNSHIP PROGRAMMES

A skills development pathway for women returning to work after taking a career break.

2

CAREER MANAGEMENT

ASSOCIATE / VP PROMOTION

Retaining talent and supporting female associates with the skills and mindset to transition to VP.

ADMINISTRATIVE EMPOWERMENT

Skills development including personal brand, assertiveness and resilience for support staff.

INTERNAL MOBILITY

Technical development to re-skill and re-deploy women from support to revenue functions.

3

LEADERSHIP DEVELOPMENT

REGIONAL DEVELOPMENT FORUMS

Annual programmes helping women flex their leadership and communication style.

FUTURE LEADERS

Lateral leadership, influence and negotiation skills to develop a pipeline of future women leaders.

WOMEN IN LEADERSHIP

Modular development and coaching to support senior women manage their careers.

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20
YEARS
2003 - 2023

Alpha Development is a dedicated training provider for blue-chip financial and professional services institutions. We specialise in the delivery of bespoke global training programmes and our flexible interventions have supported women at all levels on their career journeys.

Please contact us to find out more

alphadevelopment.com

