

BUSINESS CASE

Driving female leadership in a
global environment

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Challenge

A multinational pharmaceutical group operating across Europe, Africa, the Middle East, Asia, and Oceania set out to fast-track more than 50 high-potential women. Despite a strong talent base, many candidates lacked internal visibility, wrestled with self-limiting beliefs, and had limited support networks.

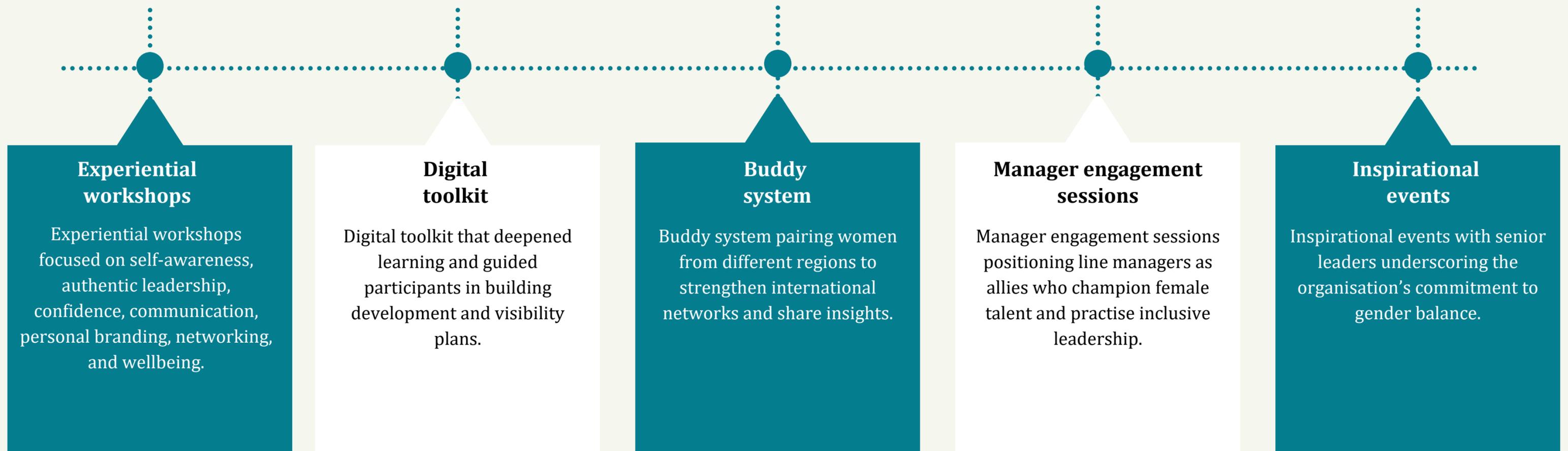
The company's objective was clear: ensure future female leaders were prepared to take on greater responsibilities, fostering diverse, inclusive leadership aligned with business challenges.

Building on a successful LATAM pilot, the company asked for a global programme reflecting its values of diversity, innovation, and inclusion—engaging both participants and their managers as agents of change.



Solution

Talengo delivered a fully virtual, English-language programme that honoured cultural diversity while uniting the cohort:





Results & impact

- **Over 130 professionals involved**, including participants, managers, and regional sponsors.
- **Enhanced self-awareness and empowerment** allowed participants to take responsibility for their careers, increase visibility, and lead authentically.
- **Managers became more committed** to their role as promoters of female talent, gaining awareness of the often subtle barriers women face in their careers.
- **Greater global cohesion** and sense of belonging to an international network of female leaders.
- **Tangible progress** toward an inclusive, balanced culture, positioning diversity as a strategic leadership pillar.



Many participants made a career move – many lateral moves which demonstrate that their talent is seen and they are bold to apply for roles. Also, I see that they are in their driver seats working on their own development and leveraging the methods they learned during the program.



Keys to success

- **Global yet personalized design**, combining knowledge and methodologies applicable across regions while respecting cultural diversity.
- **Focus on the factors that propel women's careers:** authentic leadership, visibility, networking, influence, and wellbeing.
- **Active involvement of managers and sponsors**, sending a clear signal of executive commitment.
- **Experiential, practice-led learning** that blended reflection, shared experience, and self-discovery.
- **Expert guidance** in diversity management and women's leadership challenges.

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*Ready to accelerate your female leadership pipeline?
Let's talk.*

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