

# Levelling Up: Advancing Female Careers Through Coaching Circles



## Snapshot:

Credit Suisse, a global investment bank and financial services firm, worked with High Definition You to develop a unique program focused on empowering more women in the company to receive promotions and create natural affinity across business silos.

The program was co-designed with the Co-Chair of the Women's Network and Credit Suisse senior director, Lisa London. After being inspired by High Definition workshops, Lisa aimed to build a functional network outside of the bank-wide network, where 13 women were selected to learn how to propel their careers forward using fun and immersive methods in our Coaching Circles Program.

## The Challenge

Outstanding women within the company had an opportunity to make the impact they were capable of. They were productive, and they would deliver exceptional work. However, they required recognition to make real progress in their careers.

Lisa turned to High Definition You to support her in taking the lead on a tailored coaching program that was economically feasible for as many participants as possible. Investment from the company for 1:1 executive coaching is typically reserved for Director or Senior Leadership, so employees were nominated left, right and centre to participate in this coaching program.

I think some of the women just became "useful" because that's what they felt their role was. But they wanted to progress their career, to make an impact

**Lisa London - Lead Sponsor**

## The Solution

Over six weeks, two High Definition Coaching Circles, running simultaneously, met to share wins, challenges, feedback, cheerlead and coach each other. The group saw deep, trusting relationships develop with a shared sense of ownership and interest in each other's development, contributing to tremendous professional and personal progress. When High Definition You work with women in leadership, whether it's to get them promoted or increase productivity or engagement, we always ask:

### **What's the organisational structure to support the outcomes?**

Credit Suisse gave the participants in the Coaching Circles opportunities to present to the senior board. The organisation remained committed to getting mentors and high-profile sponsors to connect with participants upon completion of the program.

## Employee & Business Benefits

+80%

of participants were promoted to Director

DEI

agenda prioritised to support female leadership

6 weeks

weeks with a dedicated coach external to the company

### The benefits to the participant's professional development and also the company's ROI include:

- ▶ Broadening their network across the organisation
- ▶ A ripple effect occurred where participants started to coach and mentor those around them
- ▶ Solving personal and professional challenges that were stopping them from elevating to the next level
- ▶ Opening the door to conversations with mentors and high-profile sponsorship opportunities
- ▶ Accountable to each other, their senior sponsors and their dedicated High Definition Coach

### Female leadership coaching - with a difference!

High Definition You Coaching Circles brought together a cohort of women who went outside their comfort networks and into a community spanning every division and every department of the organisation.

They quickly shared their stories of courage and commitment and felt comfortable because it wasn't people they worked with directly; they didn't feel like they were being judged. Very quickly, this group built a strong and supportive camaraderie together.

“The program gave them a great platform. And they're still in touch today, which is such a powerful outcome!”

### A High Definition Outcome

Credit Suisse used our specifically-designed Coaching Circles Program to empower its female VPs to step up into leadership roles.

The High Definition Coaching Circles gave participants the opportunities to understand how their minds work, bring conscious awareness to that and the empowerment to act with courage and curiosity and notice what they see differently.



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I really wanted to get these women promoted.  
I want to raise their voices.  
I want senior sponsors to recognise them.