THE METHOD

CASE STUDY: RETENTION PERFORMANCE

CLIENT / CONTEXT

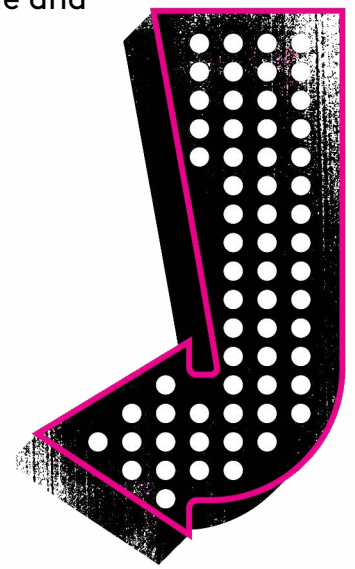
JP Morgan Chase, a leading global financial services firm. A Performance Programme for executive-pipeline and mid-tier women in one UK office.

THE CHALLENGE

Having signed the Women in Finance Charter in 2017, the firm wanted to develop and retain high-value female talent — giving executive-pipeline and mid-tier women the confidence to perform effectively through the difficult situations they would encounter as their careers progressed.

THE SOLUTION

THE METHOD created a Performance Programme to help participants take control of their Professional Performance, communicate with impact, adapt authentically to different people and stay resilient under pressure.



PERFORMANCE PROGRAMME

THE TOOLKITS:

- THE HIGH PERFORMING SELF
- THE IMPACTFUL COMMUNICATOR
- THE INTELLIGENT INFLUENCER
- THE RESILIENT HERO

Four 180-minute TOOLKITS developed participants' ability to perform with greater impact, communicate with confidence, adapt to different people and remain calm and focused in challenging situations.

THE STUDIO:

- REHEARSAL LAB
- PERFORMANCE COACHING

Two 180-minute experiences gave participants opportunities to practise and refine their performance through challenging rehearsal, coaching and feedback and prepare for specific upcoming professional situations.

BUSINESS RESULTS

4X HIGHER

retention of female talent than the firmwide average

The programme supported the organisation's goal of developing and retaining executive-pipeline and mid-tier women.

Senior client feedback reported that female talent participating in the programme was being retained at **four times the firmwide average**.

PROFESSIONAL PERFORMANCE

98% felt more capable of handling complex workplace situations.

97% reported greater resilience when faced with unfamiliar situations.

95% felt more prepared to take on greater responsibility.

98% reported greater confidence applying new skills in real workplace situations.

94% believed they performed more effectively in high-pressure situations.

BUSINESS RESULTS



EXPERIENCE / ADVOCACY

100% agreed they were immediately able to apply THE METHOD at work.

100% would recommend the programme to colleagues.

PROGRAMME CONTINUATION / SCALE

The programme became a year-on-year Performance Programme and was extended to the general population. Each year, the UK office received an average of more than 250 applications for 50 places.

"We began this learning project with the goal of supporting gender diversity at senior levels of the business and the programme delivered on this brilliantly. Feedback from participants has been extremely positive and they come out feeling motivated, empowered and confident in their capabilities. The improvement stats speak for themselves, and we are retaining female talent at four times the firmwide average."

Vice President Data Analytics