THE METHOD

CASE STUDY: WOMEN IN BUSINESS PERFORMANCE

CLIENT / CONTEXT

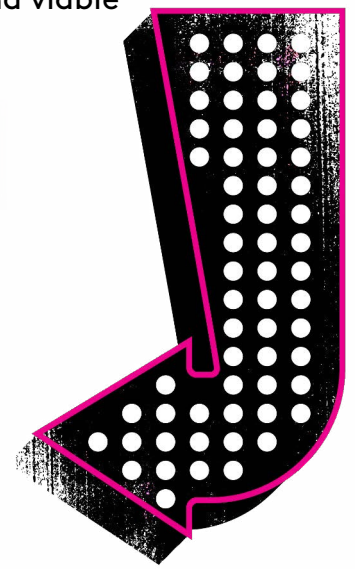
JP Morgan Chase, a leading global financial services firm. A Performance Programme for executive-pipeline and mid-tier women in one UK office.

THE CHALLENGE

Having signed the Women in Finance Charter in 2017, the firm wanted to accelerate the progression of executive-pipeline and mid-tier women into senior roles – building the confidence and capability to perform at their best with more senior colleagues, in new roles and in challenging situations.

THE SOLUTION

THE METHOD created a Performance Programme to help participants take control of their Professional Performance, communicate with confidence and resilience and become ready and viable for promotion into more senior roles.



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 embody their best professional self, communicate with greater confidence and conviction, adapt their communication style to different people and remain calm and focused under pressure.

THE STUDIO:

- REHEARSAL LAB
- PERFORMANCE COACHING

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

BUSINESS RESULTS

67% REDUCTION

in time to progression

For programme participants, the average time to internal promotion into a more senior role reduced from 3 years to 1 year. The programme supported the organisation's goal of accelerating the progression of executive-pipeline and mid-tier women into more senior roles.



EXPERIENCE / ADVOCACY

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

100% would recommend the programme to colleagues.

PROFESSIONAL PERFORMANCE

98% felt they could establish credibility quickly in a new team.

96% believed they could adapt quickly to new responsibilities.

95% felt more capable of accelerating their performance in a new role.

"We saw women establish themselves much earlier after moving roles while staying true to who they are, which was so important to us."

Head of Product

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.