



THOMSON REUTERS

STRENGTHS · PROFILE

CASE STUDY

Thomson Reuters is the world's leading source of intelligent information for businesses and professionals. They combine industry expertise with innovative technology to deliver critical information to leading decision makers in the financial, legal, tax and accounting, healthcare, science and media markets, powered by the world's most trusted news organisation. They have 55,000 employees in more than 100 countries.

The Challenge

Thomson Reuters recognise that developing women has a positive impact on the organisation and the individual, and is dedicated to filling the talent pipeline with diverse leaders. They wanted a Female Leadership Program that would develop their emerging female talent around the world and in particular to:

- Incorporate a Strengths-based process where career development could be aligned to individual strengths
- Explore some of the challenges women face around congruence, authentic leadership, and wellbeing
- Give women the space to learn from each other and to be more confident in their leadership journey ahead
- Deliver a flexible solution that could be delivered across business divisions and virtually across the globe

Our Approach

Capp developed a program to help women fully realise their strengths so they can understand the unique talents they can offer their organisation and help them experience positive personal benefits from harnessing their talents. Through a combination of coaching and program-led activity, delegates:

- Completed Strengths Profile and undertook a debrief with a Capp coach in advance of the program
- Learned the importance of role models and heard the journey of a successful female leader in the organisation
- Were supported to be confident in planning their next career move, which not only played to their strengths, but was strategically aligned to their purpose and vision
- Connected with more meaning and engagement in their lives through enhancing wellbeing and their authentic self

The Outcome

Capp have delivered over 50 successful programs since 2011 for Thomson Reuters across 20 countries, helping over 850 women maximise their potential. The latest evaluations from these programs reveal:

- **98%** of delegates said that the Strengths Profile debrief was an insightful beginning to the program
- **96%** of delegates said it allowed them to learn and to try new behaviours and actions that will make them a better leader
- **92%** of delegates said it helped them to increase their confidence and capacity to influence
- **95%** of alumni said it helped them improve their ability to use their strengths to achieve better results in current roles
- **87%** of alumni said they improved their readiness to apply for senior roles since attending the program
- 2 years after attending, participants were **two and a half times more likely** to have been **promoted** than their peers
- 2 years after attending, participants were **four times more likely** to have made an **international move**

“The development program right from the coaching to the interactive virtual session that Capp conducted is very helpful for the emerging women leaders. SP helps women understand their strengths and weaknesses and helps them make development plans to move ahead in their careers. Capp had an excellent grasp over the modules and they are very engaging and informative.”

Rashmi Vikram, Diversity and Inclusion Specialist