

# ThoughtWorks®

*30<sup>th</sup> March 2017*

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## Leadership Development Engaging and retaining talent

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# Outline for our discussion

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- What are the strategies that ThoughtWorks have employed to try and ensure we retain the best talent, and what has worked well and less well.
- How investing in your new and emerging leaders pay dividends. What we have learnt on our journey so far around how leadership development can be a great building block for future talent.
- What are the challenges that we all face with our current and future workforce and how we can share ideas to address these.

# A 100-YEAR COMPANY

Our mission is to better humanity through software and help drive the creation of a socially and economically just world.



Run a  
sustainable  
business

Champion  
software  
excellence and  
revolutionize the IT  
industry

Advocate  
passionately  
for social and  
economic  
justice

# GLOBAL BUSINESS - GLOBAL COMMUNITY



**4,257**  
*Employees*

**14**  
*Countries*

**41**  
*Offices*

**23**  
*Years*



**Evolution of our  
Leadership Development  
Journey**

Cultivation

Collective over self

Balance across three pillars

Global over local

Chart your own path

# Global Leadership Development & WiLD

Years & programme	Female	PS	Technical	Global South
2016	57%	65%	50%	60%
2014	55%	61%	48%	68%
2012	57%	51%	23%	66%
2010	42%	50%	17%	33%
2008	43%	86%	29%	50%
Bespoke	30%	50%	30%	10%



**WiLD is designed to support women to realise their potential and build a powerful network to have a huge impact on the wider community at ThoughtWorks.**

*Business Sponsors*  
*Face to face connectedness*  
*Commitment and visibility*  
*Diversity*  
*Coaching and mentoring*  
*Adaptive approach*  
*Growth*



## *Questions to discuss*

What are the most effective strategies you have used to retain and grow talent in your business?

Where have you come across roadblocks, what did you do?

What has been the most effective programme and why?



Thank you

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