

LeadersPlus

Organisational Impact Report: Beyond the Individual

**Cross Sector Fellowship
May 2024 cohort**



Leaders Plus Impact Methodology

The impact data is based on

- Comparison of self assessed statements and questions (scored from 1-10). The data is gathered via a baseline survey completed at the start of the Fellowship and an impact survey completed at the end of the Fellowship.
- Direct questions in the impact evaluation survey.

Overall impact



of Fellows rate the Fellowship as having a positive impact. With 49% reporting a highly positive impact and 51% a positive impact.



The Fellowship has improved how I carve out time to reflect on big picture plans and goals, improved my awareness of and confidence to proactively support others (particularly those who are more junior), increased my awareness of and confidence to speak up when I see an opportunity to improve practices at work, and to listen to other experiences and use them to inform how I contribute to these conversations.



IMPACT ON RETENTION: Because of Leaders Plus individuals have the tools to succeed in a way that works for them and their family making it more likely they will stay with their organisation.

Of the Fellows who were funded by their employer to take part in the Fellowship:

- 100% are still with the same employer at the end of the Fellowship.
- 95% would choose to stay with their current employer if offered the choice to stay or leave.
- 87% thought it likely they would be with the same employer in 18 months time.
- 100% of Fellows whose employer had funded the programme and reported they wanted to leave their organisation at the start of the programme reported they would rather stay by the end of the programme.



It's been a really challenging and thought provoking course. It really makes you think and gives you the confidence and tools to pursue your real dreams.



IMPACT ON RETENTION OF TOP TALENT AND IMPROVEMENT IN EQUALITY AT THE TOP:

Because Leaders Plus supports Fellows to progress their career, top talent is retained. This also supports organisations to have more diverse leadership teams and close the gender pay gap



62% of Fellows have been **promoted or taken on more responsibility** during the Fellowship with **97%** citing the Fellowship as making an impact on this.



91% of Fellows had taken **proactive action** to progress their career during the Fellowship and **72%** of Fellows had **proactively pursued a new opportunity** that they wouldn't have considered without the Fellowship.



94% of Fellows felt **more confident in overcoming any barriers** in balancing childcare and career development. The average increase was **80% more confident**.



94% of Fellows said they would put themselves forward for an **internal promotion** if the opportunity arose.

IMPACT ON STAFF PERFORMANCE AND ENGAGEMENT: Because of Leaders Plus Fellows are able to perform more effectively which benefits their immediate team and the wider organisation. Because they have the tools from the Fellowship they feel more engaged and motivated in their role.

72% of Fellows say their participation in the programme improved their ability to perform their role to their highest potential.

83% of Fellows say their participation in the programme increased their ability to effectively manage their workload.

60% reported an increase in their engagement at work. The average increase of 15%

Only 9% reported that the Fellowship had not led to positive changes for their employer.

I've been more strategic and more focussed in my professional goals which increases the reach on my organisation.

I took more initiative and responsibilities at my workplace.

I am more effective and high performing.

IMPACT ON CREATING A POSITIVE CULTURE WHERE WORKING PARENTS CAN THRIVE:

Because of Leaders Plus Fellows are courageous to do things differently and pave the way for others to work in a way that works for the organisation and their family. They speak up if things are not right. They have improved work/life balance.

- 66% of fellows reported being more confident to ask their current employer for a change in working conditions that would help them balance work and family life better, should they need it. Average increase of 75%
- During the Fellowship 95% of Fellows (for whom it was applicable) said they had spoken up in the workplace if they felt something wasn't right.
- 59% of Fellows who had the same line manager at the beginning and end of the Fellowship reported an increase in how positive a contribution their line manager makes to their ability to progress your career with young children.
- 70% of Fellows felt more positive about how easy it was for working parents to progress in their organisation at the end of the Fellowship compared to the beginning.
- 53% of Fellows were more likely to recommend their employer to working parents at the end of the fellowship than at the beginning.

“ I am more outwardly confident about the career direction I want to take and clearer in my communication style. I am also happy to advocate and take up space as a working parent. ”

IMPACT ON THE RIPPLE EFFECT: Because of Leaders Plus more working parents in the organisation benefit. They are supported informally by Fellows who share their learning on the programme and formally when they use the tools learnt to directly support their team and implement change.



Each Fellow supported, on average, an **additional 2 working parents** as a result of the programme that they wouldn't have supported in this format otherwise.

64% reported an increase in having introduced changes in, or **influenced their organisation to support working parents** between the start and end of the Fellowship. The average increase was **74%**



64% reported an increase in having **supported other ambitious working parents** in the last six months than the previous six months before starting the Fellowship. The average increase was **40%**

'This Fellowship, network and camaraderie has encouraged me to spearhead an internal parental support network in my company that I hope makes some positive change for my co-workers.'

'I've had a team member return from maternity leave and I've used a lot of what this fellowship has taught me, to help mentor them and support them in their flexible working request.'

'I joined my department's parents network and am proactively sharing some of my learnings from the fellowship.'

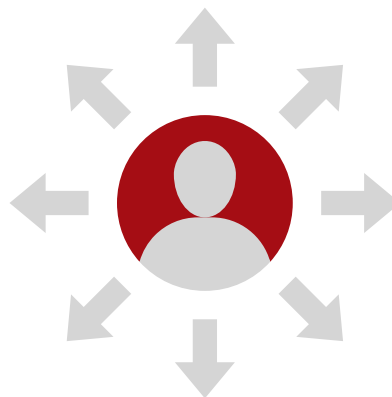
'I have contributed to conversations with HR, EDI and OD teams around support for parents & carers.'

'More openly championed the importance of staff wellbeing and work-life balance for staff in my Unit in my role as Staff Representative.'

'Ensuing people are aware of my organisation's paternity benefits. And highlighted the right to ordinary parental leave. Encouraged those that work directly with me to know they can ask to work flexibly.'

'I have participated in the Working Parents & Carers working group in my department to see how the working group can help the wider community in the department. This year's focuses are flex working and return to work.'

'It's helped me to engage others on their vision and given me the confidence to present my values to the team to get them reflecting on theirs.'



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