

Emerging Women Leaders: Inter-American Development Bank (IDB)

BREAKING THE MOLD

The Leader's Edge/Leaders By Design has partnered with IDB since 2013 to drive four cohort groups of emerging women leaders from managerial roles to leadership positions.

CLIENT: IDB provides financial and technical support for countries working to reduce poverty in Latin America and the Caribbean

GOAL: Achieve an institutional goal of having at least 40% of mid-level senior professional women by 2015

PARTICIPANTS: More than 100 high-performing women from IDB's DC headquarters and other international offices

PROGRAM MAKE-UP:

- Customized cohort model consisting of 3 days of classroom seminars and 1:1 coaching
- Comprehensive leadership development curriculum, including:
 - Building Your Leadership Platform
 - Coaching and Feedback
 - Building Confidence
 - Roadblocks at IDB and How to Overcome Them
 - Organizational Savvy and Effective Influence
 - Health and Resiliency
- Ongoing mentorship and networking opportunities for participants and graduates

OUTCOMES: Due to its success, the program has gained exposure and prestige within the organization, and has become an honor for the new women that are selected to participate. Of the 73 graduates as of November 2014, 29% had been promoted. IDB is closer than ever to achieving its goal of 40% women leaders. As of late 2014, 37% of their mid-level senior professionals were women!

"The Leader's Edge/Leaders By Design uses a combination of classroom and small group coaching that is very effective. The quality of the concepts delivered is excellent so the participants are staying up to speed and applying new skills to the workplace."

- Victoria Simmons, Division Chief, Leadership and Employee Development, IDB