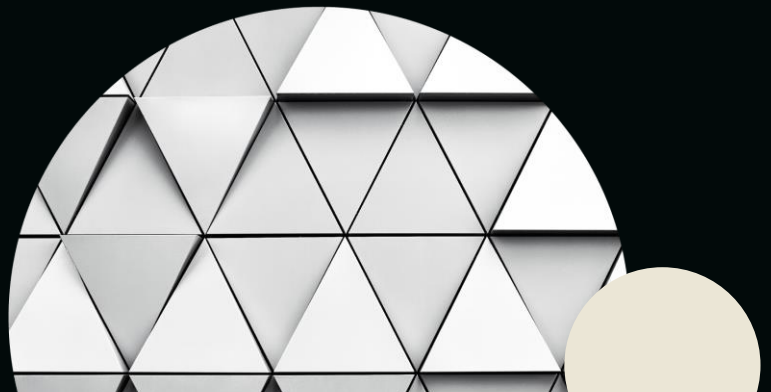
LIBRA

A WILTON & BAIN
Diversity pipelining tool

Helping create balance in your workforce



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Privacy policy

LIBRA : Helping create balance in your workforce.

Wilton & Bain have always relied on equitable, balanced headhunting; striving to create and fill opportunities across all functions, with a keen eye for unearthing talent in underrepresented and marginalised groups. From the scales of justice held by Themis, the Greek personification of divine law, we've named our proprietary pipelining tool LIBRA.

In order to support organisations' acknowledgement that diversity positively influences corporate innovation, customer centricity, employee job satisfaction, and ultimately, financial performance, LIBRA can support businesses through:







W&B

The Business Case for LIBRA: The Broken Rung

Progress at the top of corporate organisations is constrained by a "broken rung."

The real question becomes: "Are there people above you who look like you?" If the answer is no, best practice is not to simply hire in a few diverse candidates to flatten the curve. Instead, organisations need to build talent pipelines across all levels of diversity (LGBTQ+, Gender, Ethnic, Disability) to ensure a robust and diverse workforce.



According to the McKinsey and Lean In 2020 Women In The Workplace Study, only one in five senior leaders in corporate positions is a woman. One in 25 is a woman of color. It's not much better in the boardroom: not even one in five board members are women and just 16 percent of board seats are occupied by people of color.

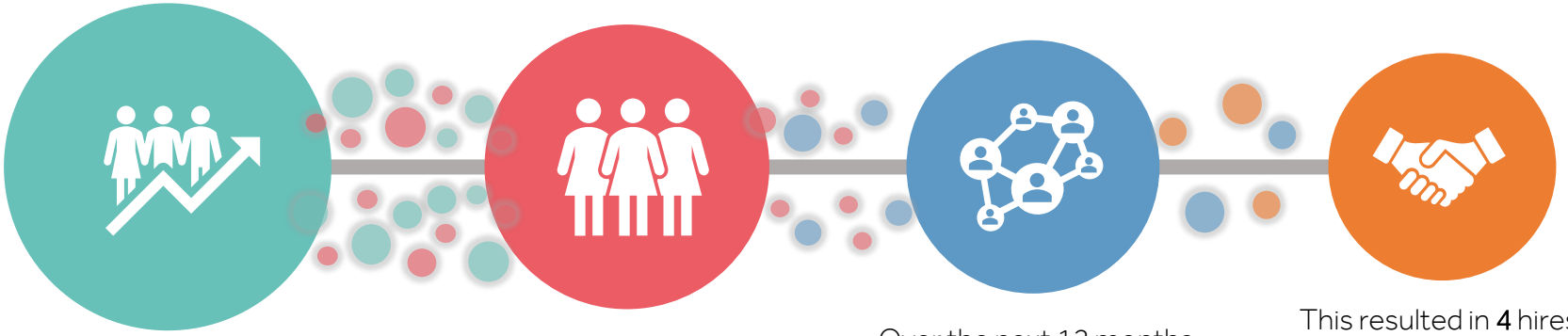
The biggest obstacle minority groups face on the path to senior leadership is at the first step up to manager. For every 100 men promoted to manager, only 85 women were promoted—and this gap was even larger for some women: only 58 Black women and 71 Latinas were promoted

The case for fixing the broken rung is powerful: If minority groups are promoted and hired to first-level manager at the same rates as the majority, we will add one million more diverse leaders to management in senior leadership positions over the next five years.

Case Study #1- Gender

A multinational Financial Services corporation needed to increase their bench strength of VP and SVP level women in their global technology organisation. They also needed to send a positive PR message into the market both in and outside of FS as the perception was of an older, change averse, male-dominated firm.

PROCESS: We ran a 3-month talent pipelining project through LIBRA focusing on creating female-identifying talent pools across Engineering, Data, Digital, Cyber and Cloud.



We targeted the top 25 FS & FinTech companies and top 50 technology-forward businesses from out of sector (such as Google, Amazon and Microsoft etc.).

We focused on engaging Director, VP and SVP level talent.

50 executives were introduced and met with by the senior Technology and HR leadership team.

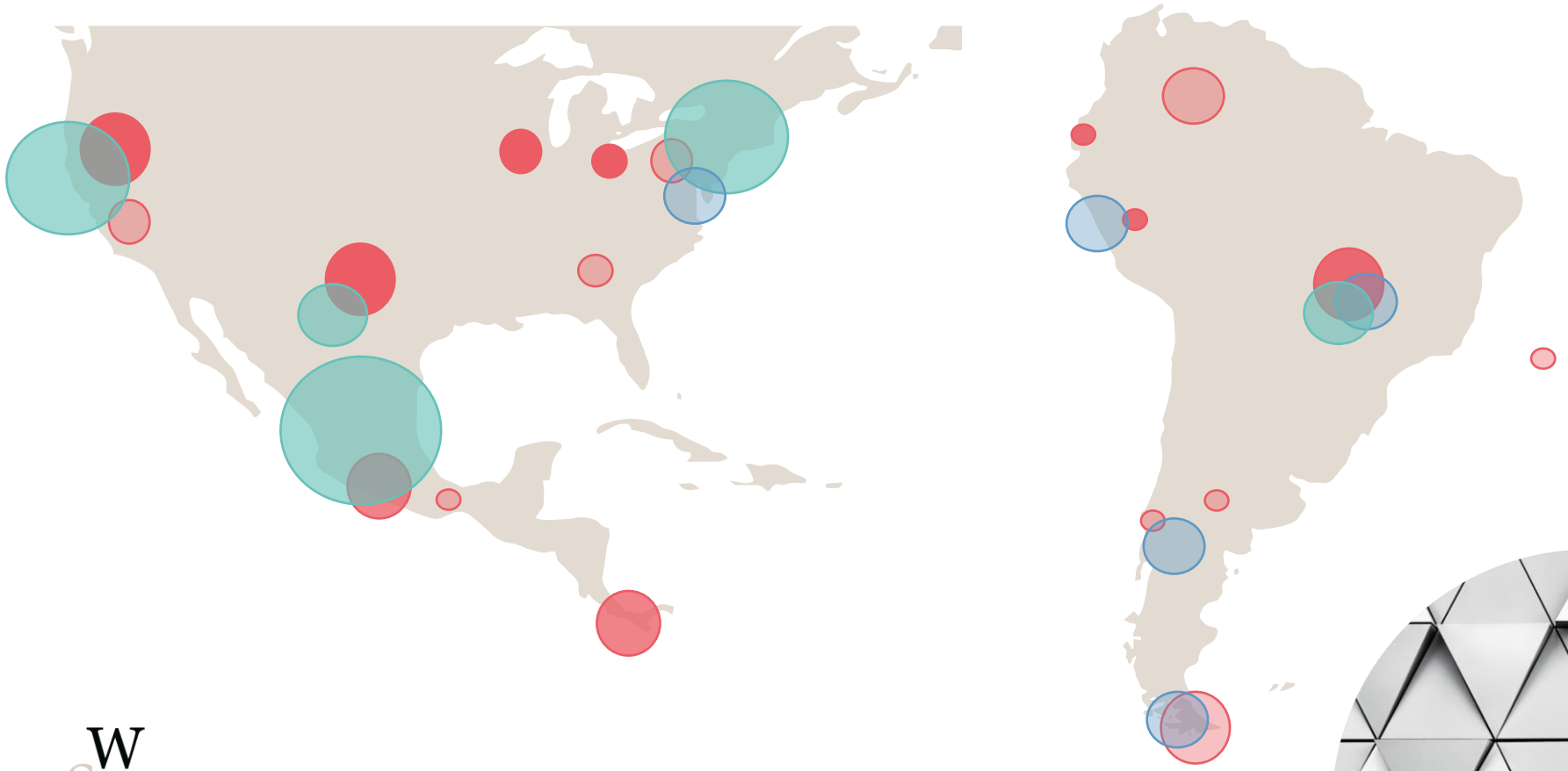
Over the next 12 months, we kept the preferred executives engaged in case any specific role arose within the organisation.

This resulted in **4** hires at VP and SVP level and **1** hire at EVP, **all of which would have been otherwise overlooked.**

Case Study #2 - Ethnicity

For the needs of a GLOBAL CONSUMER GOODS COMPANY, Wilton & Bain completed a market mapping of the Global Top 25 Consumer Goods & Retail companies, looking to identify top BAME talent. After extensive research, we created a talent pipeline in order to fill roles in both the US and European markets resulting in 10+ hires.

PROCESS: We ran a comprehensive market mapping exercise, focusing on creating BAME Market Maps across Marketing, Supply Chain, Finance and Operations



Talent, not Tickbox

Wilton & Bain partners with major FTSE500 businesses to foster inclusive workplaces and retain a diverse workforce. Based on new challenges and an ever-changing technological need, divergent perspectives are necessary to formulate comprehensive and multi-faceted solutions. Hiring needs to encompass attracting diverse talent, yes, **but the most important and often overlooked element is Inclusion.** Below are some necessary steps for the retention of top talent:

Require diverse slates for hiring and promotions:
Diverse slates can be a powerful driver of change at every level. When two or more minority groups are included on a slate, the likelihood that a minority candidate will get the position rises dramatically.

Experience vs. Ability: Hiring beyond experience and focusing on expertise, potential, and ability allows for diverse candidates in leadership positions to be offered opportunities to succeed rather than judged simply on their past success.

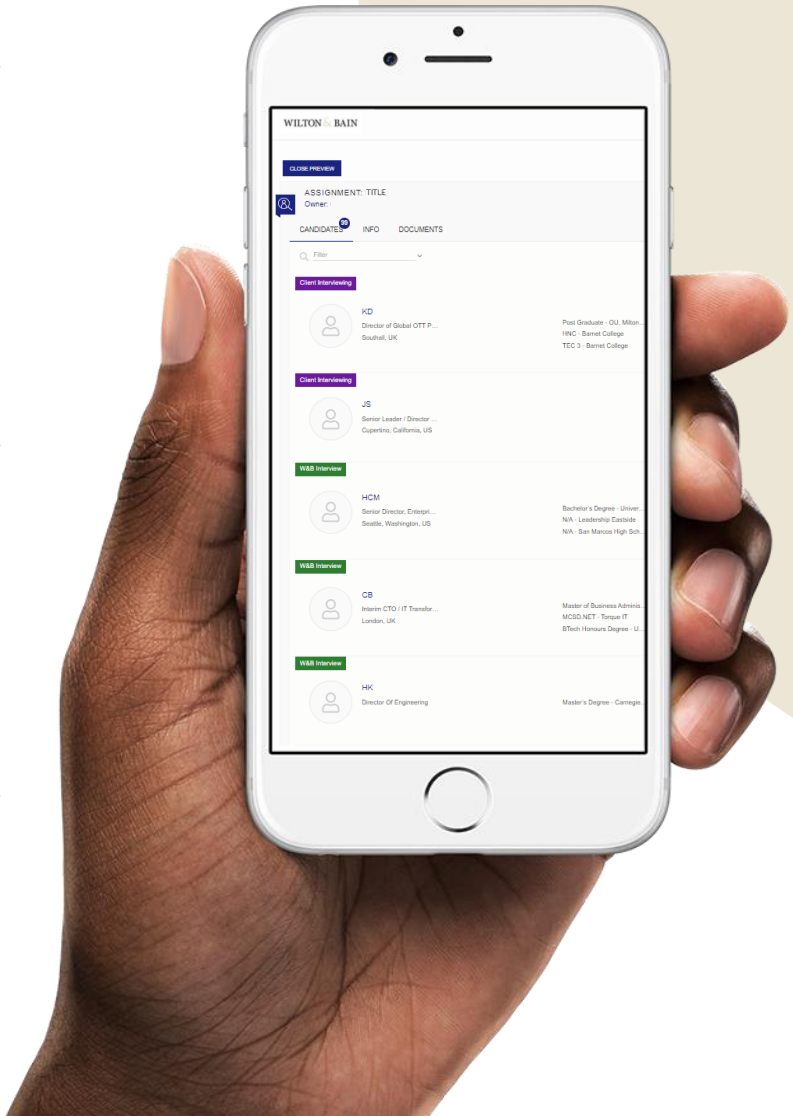
Sponsorship: Ensure that external minority leaders are brought in under the banner of acceptance from allies within the business.

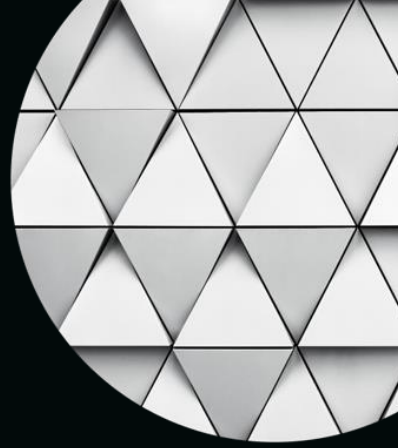
Beware the Glass Cliff: The "Glass Cliff" relates to the tendency of women or POC being appointed to leadership only when an organisation is in crisis. The phenomenon comes out of diverse candidates being likelier than the majority to achieve leadership roles during periods of crisis or downturn, when the chance of failure is highest.

Digital Client Interface

Giving Clients 24/7 access to their Search or Talent Pipeline

- We have developed a digital interface for clients to access real-time information on their projects.
- The data comes directly from the Wilton & Bain database and is kept up to date by the research and delivery team.
- Our clients have access to the candidates in process and can track the long-list development.
- Once candidates are shortlisted the client can access their CV, profile and assessment reports plus provide real-time feedback on the interviews through the on-line portal.
- Clients can access this from mobile, tablet or laptops anywhere in the world!





Thank you

We would be happy to answer any questions.
Please contact info@wilton-bain.com for further information.

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