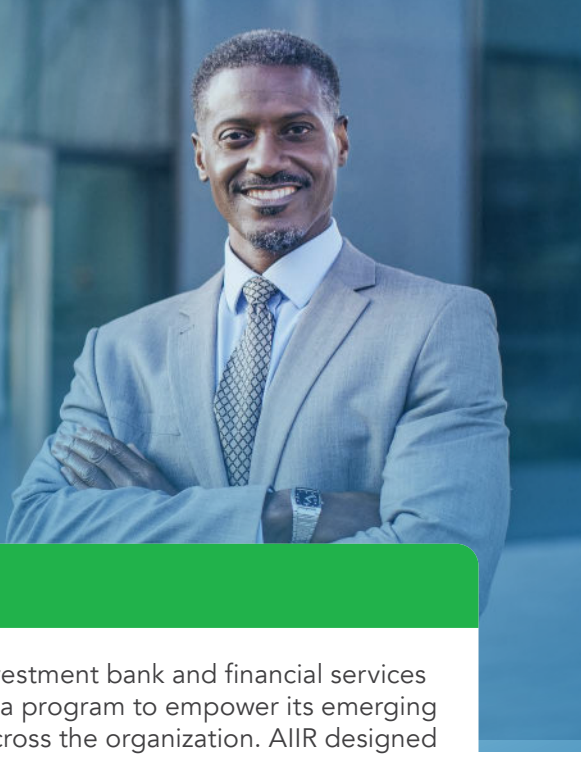
CASE STUDY

Empowering Black Leaders at a Fortune 50 Investment Bank and Financial Services Company



THE CHALLENGE

Inclusive leadership has been shown to drive profit growth and company performance. Yet, studies show that, while people of color hold more than 28% of professional positions in the financial services sector and comprise a significant portion of the available talent pool, only 6% of senior executives are Black.

THE SOLUTION

AIIR partnered with a multinational investment bank and financial services corporation to design and implement a program to empower its emerging Black leaders to advance as leaders across the organization. AIIR designed a series of development journeys that leveraged different combinations of executive coaching, group coaching, immersive in-person and on-demand learning, missions, and discussion tools based on a participant's level in the organization. These journeys were designed to help participants succeed in their current roles and prepare them for success in the future. The program also provided a safe space for participants to discuss their experiences as Black leaders. A final component that is critical to the program's success is training for participants' managers. These group training sessions were designed to help leaders to build their competency as inclusive leaders and to ensure Black leaders have structural support as they advance through the organization.

- 1:1 Coaching
- Group Coaching
- Classroom Learning
- On-Demand Learning
- Leadership Development Missions
- Discussion Toolkits
- Inclusive Leadership Training for Managers

The Results:

- Increased engagement and retention among Black leaders
- An unprecedented number of Black leaders promoted to managing director
- Now exceeds the industry in Black representation among senior leaders

The program, launched in 2018, has been a resounding success, leading to increased retention of talented Black employees and an unprecedented number of Black leaders being promoted to both the director and managing director level. The institution has surpassed its industry in terms of representation. They have also been recognized by dozens of awards for their efforts, including being named one of America's Best Employers for Diversity by Forbes.

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