

# Supporting Female and BIPOC Leaders at a Fortune 500 Pharmaceutical Company

## THE CHALLENGE

Gender and ethnic diversity increases innovation and drives growth. Yet, according to surveys by an industry trade group, fewer than 30% of executives in the pharmaceutical industry are women, and fewer than 15% are people of color.

## THE SOLUTION

AllIR partnered with a global biopharmaceutical company to support women and people of color in leadership and important individual contributor roles throughout the organization. AllIR designed and delivered a program that leveraged assessment, executive coaching, group coaching, and leadership development to:

- > Accelerate participants' development
- > Connect participants with key sponsors and senior leaders
- > Support the company's already strong culture of diversity and inclusion
- > Increase innovation in the organization



Assessment



360  
Assessment



1:1  
Coaching



Group  
Coaching



Classroom  
Learning



Leadership  
Development  
Missions



## The Results:

Across the board, the leaders in the program made significant progress toward their goals, and an overwhelming number reported feeling an increased sense of commitment from and to the organization. The company has surpassed its industry in the representation of women and people of color at the executive level and is on track to achieve gender parity at the executive level by the end of 2022.

**“My coach has helped me continue to deliver on the day-to-day priorities while being much more visible to my team and stakeholders in terms of developing long-term areas of focus, communicating those focus areas, and getting the team motivated and energized.”**