



ATTRACTING AND DEVELOPING TALENT



BOOST, ASPIRE, EMERGE, LEAP – PROGRAMMES BRINGING RESULTS

Globally, ENGIE has launched the 'Fifty-Fifty initiative' to achieve managerial gender equality by 2030. To meet this ambitious target, ENGIE UK has a number of new and existing programmes, initiatives and campaigns to attract, develop and retain its best female talent.

The strength and diversity of senior succession plans and future roles are evaluated during an annual talent cycle, where the company works closely with its senior management teams. This analysis is used to develop a strategy for both internal and external talent spotting that sets out a defined target of attracting more female talent.

Once identified during the strategic review, ENGIE supports its female talent to realise their potential through the BOOST international development programme. Each participant gets 1:1 coaching and development planning, leadership training, networking opportunities and the chance to participate in cross-Business Unit strategic projects. In 2020, for the first time over half of the intake of new BOOST participants will be female.

ASPIRE and EMERGE are talent programmes for new and experienced high potential managers, with over 95 participants since 2016. Over the last four years, 35% of participants have been female –10% higher than the current population average – and many participants have progressed to more senior roles both in and outside of the company.

ENGIE's newest and most ambitious talent programme, LEAP will launch in early 2021, with all 160 participants being awarded a Chartered Management Institute (CMI) accredited qualification. LEAP's innovative design enables the benefits of the high potential programmes, such as mixed peer groups and broader networking opportunities, to be more widely shared throughout the business.

Since 2018, local Women in Leadership programmes have been trialled to support the growing number of female leaders in ENGIE. This is producing promising results and they look forward to offering this more widely from 2021 onwards.



"In 2016, EMERGE helped to give me the confidence that I can be a leader of this business, helping me go for, and be successful, in getting promotions that I didn't think possible"

Helen Peacock
Head of Financial Reporting



"It has been a delight to see how the cohort from North East Lincolnshire have developed as a direct result of this programme. It is clear from their enthusiasm and feedback, as well as experiencing first-hand in the work place their increased confidence and professionalism, that this has been a resounding success for them and the business."

Marcus Asquith
Partnership Director, ENGIE

