



Case study: developing talent

Fast Forward: A talent network to accelerate women's career progression and development

Launched on International Women's Day in March 2021, and now with over 375 members, E.ON's Fast Forward talent network is aimed at inspiring and enabling women to accelerate their career progression.

Over the two years prior to its launch, E.ON had made really good progress to improve the diversity in its talent pools, which had a more traditional approach of entry requirements and development activity focused specifically on those within the pools.

Following a strategic review, despite the talent pools achieving gender balance and improving ethnic minority representation, age diversity was lower than expected. Whilst the pools worked incredibly well for those in them, there were still barriers to entry due to nomination and entry processes.

E.ON also wanted a more holistic view of all talent, and to address future skill gaps and critical capabilities to help achieve its net zero future. **A new inclusive approach to talent through a democratic network-based approach** was created and launched, enabling greater flexibility (moving away from rigid talent pools) and a more agile approach.





How does it work?

Fast Forward is one of four development networks, and specifically focuses on helping to achieve E.ON's key targets of 50/50 balance within senior roles and closing the gender pay gap by 2025.

Fast Forward is supported and driven by a steer co of leaders, both men and women, from across different business areas including Field, Industrial and Commercial, Infrastructure Services and central functions, and is sponsored by E.ON's CIO, Fiona Humphreys.

A launch campaign for International Women's Day celebrated the brilliant women role models within E.ON, to inspire others to join the Fast Forward network. The network is hosted on the company intranet and is open to everyone whatever their gender. It features a wall feed where all members can share content, start conversations and ask questions.

Topics covered include **allyship, career barriers, self-confidence and sponsorship**. There is full access to a tailored learning curriculum, which includes content to support personal branding, self-development and assessment tools, and each month listening circle events are co-hosted by leaders and steer co members, attended by around 100 colleagues so far.

As well as providing insights to women's current experiences at work, signposting resources and solutions, these are an opportunity for peer-to-peer learning and mutual support for network members.

A special series of Fast Forward podcasts have been recorded by steer co members, featuring leaders and colleagues on job sharing, the female lead, equality at work and allyship. This popular resource allows a quick overview of the topic and shows thought leadership and role models.

Coming up are more Fast Forward conversations and a further podcast series of "Women in Tech", "Women in Engineering" and "Women in Field" to challenge stereotypes around traditionally male dominated roles. More events are planned with a webinar on allyship and a specially created development curriculum to enable women to reach the next level in their career.



I'm proud to sponsor our Fast Forward network and to help create a united community where we can create opportunities for learning, sharing knowledge and helping all colleagues to understand what tangible steps and tools they can use to help them further women's careers. Through our Fast Forward conversations, I've been able to talk and share with small groups of women and men, more about my own personal experiences, our learnings and help to inspire women to take the next step."

Fiona Humphreys
CIO, E.ON UK

375 MEMBERS

since launch in March 2021