



# Coaching to Support Female Talent

IN PRIVATE EQUITY



What are the main challenges for working parents in your firm?



# The basics of retention

**41%** would like a better balance between formal HR conversations and more informal, friendly dialogue with their line manager during maternity/paternity leave.

**57%** said that they would appreciate their employer simply being more proactive in asking them what they might need to make their return a success.

When thinking about returning to work **41%** of parents surveyed were apprehensive about the prospect, **11%** had sleepless nights.



Source *The Tall Wall Limited*



# Maternity coaching – it's impact

## CAN ADDRESS IMMEDIATE FLIGHT RISKS

“ I was teetering on the edge of moving out of the workplace after starting a family. These sessions helped to address concerns I had on integrating my new roles and responsibilities.”

## RELEASES ECONOMIC POTENTIAL FASTER

“ I have been able to integrate back into work quickly and efficiently exceeding my apportioned target for year end.”

## INCREASES SKILLSET

“ It has made me into a better manager; I have grown more in confidence in tackling difficult issues and working out what I want to achieve and implementing those strategies.”

## ENHANCES BRAND LOYALTY

“ I feel that I am supported and valued by the firm.”



How good is your  
firm at retaining  
lateral hires,  
especially female  
talent?



*The* TALLWALL



Half of all lateral hires don't last  
five years

Two thirds underperform their  
new firm's revenue expectations



*Source ALM Intelligence – Law firms*



# Coaching for lateral hires post covid

Managing expectations on both sides

Tuning into the culture of the firm (in a hybrid world)

Identifying blind spots and mitigating their impact

Maintaining work-life balance

Having immediate presence and impact



How do you think Level 20 and  
The Tall Wall can help you going  
forward?





If you would like to find out more about The Tall Wall and how we support our clients, please get in touch.

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