

# Case Study: Stockland



## Background

The 2019/2020 Stockland Women's Sponsorship Program was designed to fast-track the succession of high potential senior women within Stockland. Sponsored by MD & CEO Mark Steinert, the eighteen month program offered participants the opportunity to work one2one with a member of the Stockland Executive Committee (ExCo).

Seven participants were selected as part of Stockland's talent and performance management process. Overall participants found the program to be very valuable in building their leadership capability and enhancing their performance. Participants noted that having a sounding board has been critical in supporting them particularly during a time of significant disruption.

As sponsors, the seven Stockland ExCo drew on their experience to provide confidential advice and support on effective leadership, stakeholder management, performance, broadening networks and career planning within Stockland.

Sponsors gained an understanding of challenges faced by women, refined their own leadership skills and reflected on how they can further support the careers of women across the business.

## Program Overview

- Participants selected through the talent management process
- Extensive interviewing of participants and sponsors
- Strategic matching process to support participant goals, ambitions and business challenges
- 30 hours of formal sessions over a 18 month period
- Program launch for to enable knowledge sharing and building networks across the participants and sponsors (virtual/face to face)
- Workshop for participants and sponsors to maximise the effectiveness of the program and develop their leadership skills (virtual/face to face)
- Ongoing communication and engagement of participants
- Resources (one2one Goal Setting Cards and one2one online platform) for participants and sponsors to maximise the effectiveness of the program
- Leadership Circles and Sponsor Debriefs held at the 9 month point to develop relationships and enable sharing of challenges, ideas and experiences (virtual/face to face)
- Formal evaluation and reporting of the program against program objectives and individual performance

## Results

- 72% of participants have been promoted or have increased responsibilities
- 86% have improved performance
- 100% increased engagement
- 86% enhanced leadership skills
- 100% increased resilience
- 100% of sponsors agree their expectations were met
- 100% would recommend the program
- 80% report an increase in strategic thinking of participants
- 60% report an increase in influencing skills of participants
- 100% report significant progress in participants achieving goals

## 2019/2020 Stockland Women's Sponsorship Program

