Case Study: Enterprise-wide Initiative for Multicultural Women Managers

- **Results:** As a result of the Talent Development Program (TDP) and other interventions, the attrition rate for multicultural women managers was reduced to a level comparable to white male managers for the first time ever.
  - Attrition of Multicultural Female Managers dropped from 8.8% to 2.9% in 2 years

- **Other Metrics:** Talent Development Participants, 2005-2006:
  - 128 participants
  - Turnover: (4) 3.1%
  - Promotions: (9) 7.3%
  - Obtained mentors: (68) 53%
  - This continues to be one of the most widely created action items and represents an ongoing opportunity, especially for Wave 2-3 manager participants.

- **Extremely positive feedback from Participants**
  - 85% of participants rated the Program Very Good- Excellent
  - “Opens the door to discuss cultural differences. Gives you an opportunity to create awareness in the company on issues of diversity. Educates both the manager and the attendants or participants.” Quote from TDP Participant.