WILD - Women in Leadership #DiveIn

About
Experian APAC has a strong focus on diversity and want to ensure that their leadership pipeline has the best talent to successfully lead the region towards achieving ambitious targets.

Impact and Experian collaborated to produce this three-day adventure experience in the jungles of Laos, which kickstarted a year-long leadership journey. WILD.

The objectives of the solution were to increase the promotion of women to executive leadership positions and equip participants with the knowledge, support and skills needed to accelerate development and increase leadership capacity.

Objective
With the strategic objective of accelerating women into executive leadership positions at Experian, WILD was designed to equip participants with sponsorship, advice, targeted development and support to accelerate the women’s pathway to promotion. Lateral or vertical career moves were anticipated as a result.

The Women in Leadership programme in the jungles of Laos focused on:
- Building courage, authenticity and confidence in the face of adversity
- Fostering autonomy and self-awareness
- Enabling participants to become more adaptable and agile
- Building strong relationships
- Connecting participants with themselves, others and the world around them
- Fostering resilience
- Developing the Experian ‘Leader of the Future’ characteristics
- Mapping the learning journey for the rest of the programme

Solution

WILD is a real and raw experience that lifts theory into reality. The programme’s opening three-day journey combined challenging adventure activities, coaching, deep reflection, ownership of the programme learning and Cultural Community Immersion.

Demanding challenges included trekking, planning, and unanticipated high-risk decision making – developing leadership capacity and the ability to deal with high pressure situations.

Participants spent 36 hours taking ownership and responsibility for the planning and logistics of the programme and also the group cohesion and learning. All were designed to develop their planning, analysis and team working skills. Other challenges, such as high ropes and kayaking, were opportunities for participants to support each other and strengthen relationships.

This was all combined with a Cultural Community Immersion, which involved spending two nights in indigenous village homestays, interacting with their hosts. Deep reflection sessions allowed participants to reflect on their learning and action-plan how to apply it back in the workplace.

Results

99% recommendation rating when asked to what extent participants would recommend the WILD programme to colleagues

96% rating of to what extent the Laos adventure enhanced knowledge and skills to lead

97% rating of how much the adventure objectives were met

"It was amazing learning experience. I’m extremely grateful to be part of the programme. Thank you for believing me and giving me courage. I got more than I could imagine out of it and definitely not what I was expecting."

Participant

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Shauna Stones – APAC Talent Partner

"Impact were world class in their ability to align desired outcomes and design a challenging leadership experience. Their facilitation was on point, woven in perfectly with the external conditions our participants were experiencing.

The programme challenged participants in many different forms to ensure everyone was stretched. It brought an awareness of how to handle difficulty and ambiguity, of the impact they had on others, and of the strength they drew from themselves and their team. It was great development experience, and one that will be remembered for a long time."  

Sophie Smith – APAC HR Director

"It was a pleasure partnering with Impact. Their knowledge, expertise and passion for development in the great outdoors was superb.

Our delegates got huge amounts of value from their jungle experience in Laos, creating life long learning and friendships. We look forward to working with Impact in the future."

Sophie Smith – APAC HR Director