



“ Skillsoft’s high-impact women’s leadership programme is empowering Atos’ female employees to build networks, collaborate, prepare for next level management positions, and most important of all, know that they belong here and that their contributions are valuable. ”

Denise Reed Lamoreaux, Global Chief Diversity Officer, Atos

BUSINESS CHALLENGE

Historically, men have occupied most leadership roles in the technology sector. Atos executives elected to redress this imbalance by giving HR a clear objective: increase female representation at all management levels.

To accomplish its objective, Atos implemented an initiative to develop women leaders. Their Women Who Succeed programme seeks to create a robust female leadership pipeline, align training with diverse career levels, and target topics traditionally considered sticking points for female leaders.

HOW SKILLSOFT® HELPED

Atos’ Women Who Succeed programme uses Skillsoft’s women’s leadership programme to prepare its female leaders with the most relevant competencies.

Skillsoft’s learning tools address the needs of three populations: senior, mid-level, and emerging leaders. Each month participants receive videos, book summaries, activities and reflective thinking exercises focused on specific competencies.

Skillsoft’s training enables Atos’s female employees to build an arsenal of skills that address the unique challenges women experience on their leadership journeys, including recognizing gender bias, building a personal brand, negotiation, and accountability.

KEY METRICS



186 participants



70% completion rate



High participation rates in monthly networking discussions



Atos won a Brandon Hall Group award for Best Inclusion and Diversity Strategy

ABOUT ATOS

Atos wants all their employees to feel valued, appreciated, and free to be who they are at work. The Atos employee life cycle processes are designed to prevent discrimination against their people regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity, disability status, citizenship, or any other aspect which makes them unique. Across the globe, Atos has created a variety of programs to embed the Atos culture of inclusivity, and they work hard to ensure that all their employees have an equal opportunity to contribute and feel that they are precisely where they belong.

