



# InTouch

Female Leadership  
& Career Academy



more than 25  
years

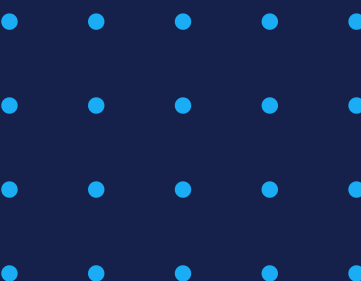
1997-2024

# STRATEGO FOR WOMEN<sup>TM</sup>

Leadership Program for Female Talent



Showcase: French based  
company with global presence





# Partnership

(vendor since 2021)

## InTouch

Female Leadership  
& Career Academy

for

PartnerRe



HQ: Paris, France  
global reach: 15 office locations  
employees: 1.200  
Industry: reinsurance

Acquired in 2022 by:



HQ: Paris, France  
employees: 23,000 (21,000 in France)  
Industry: insurance



# Partnership timeline

**Present (2024):**  
All female high potential senior leaders have gone through the program and all ELT members acted as sponsors so far.

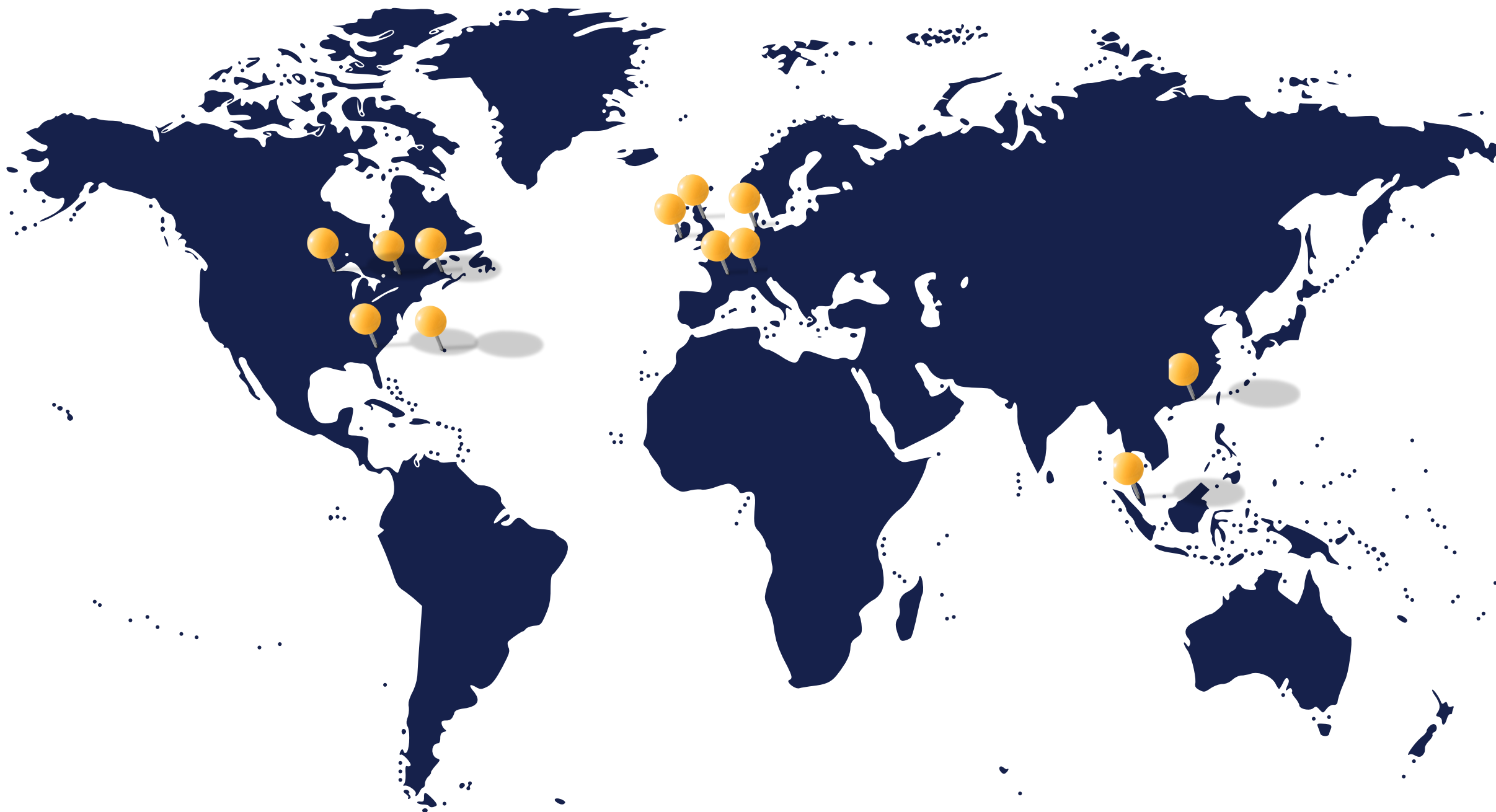
**2022**  
PartnerRe acquired by Covea

**September 2021**  
Scaling the project

**March 2021**  
Pilot project  
“Stratego for Women”

**Future:**  
scaling the project to medium and junior female talent through the organisation.

# Geographic distribution: participants “Stratego for Women”



# InTouch

Female Leadership & Career Academy

Client: PartnerRe

Partnership started: 2021

Nr. of cohorts: 2 per year

Total nr. of participants so far: 60+

Offices: global coverage

PartnerRe



# Why?



Female leadership potential  
makes the next career step



Strengthen women's capabilities  
to navigate the business world



Advance their own career  
and company's capacities

# What our client says

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“The program was incredibly inciteful, challenging and rewarding. I recommend to any woman looking to be more strategic in terms of taking the next steps and growing in their career!”

**Crystal Kauder**  
**Chief Pricing Actuary**  
**PartnerRe US**



“Mira is seeking for impact. She does it with dedication and passion. She listens to her clients' needs, adapts but where she plays her magic is in her deliverables. When the program started, I knew the participants would be in good hands but their testimonies were beyond what I would have expected. Her facilitation made such a huge difference. I can only recommend Mira. She will challenge you in a good way to move the needle in helping women thrive and create an inclusive working environment for all.”

**Annabelle Thebaud**  
**Group Head of Talent and Business Partners**  
**PartnerRe France**



“This program was among the best personal development trainings I have done - focused at the right level of my professional career, with an individual approach and in a pleasant yet challenging environment. An added benefit was the network of colleagues and other female professionals and these relationships will last well after the sessions.”

**Vyara Panova**  
**Head of Group Reporting**  
**PartnerRe Ireland**

# What was the most critical learning point?

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**“I have the same challenges as other female colleagues.”**

**“To learn how to appreciate my successes and to make them visible; also to stand up for myself and team.”**

**“Structure of a good presentation.”**

**“Be clear with limits before negotiating.”**

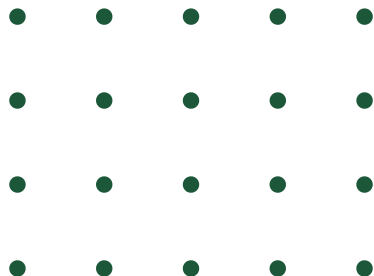


# Statistics

We are proud that 80% of participants reached their career goal during the program



-  **100%** created and use their field of influence with stakeholders
-  **92%** built lasting relationship with their sponsor



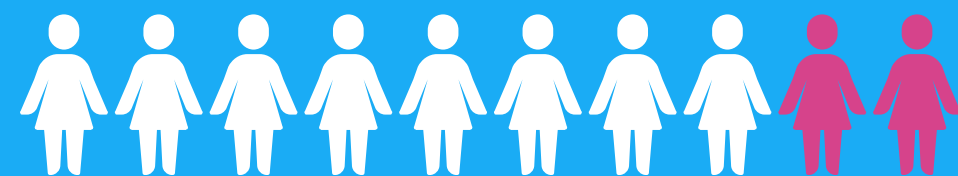


# Company benefits

We are proud that 20% more women were hired to leadership positions in the following year

# 20%

More women hired



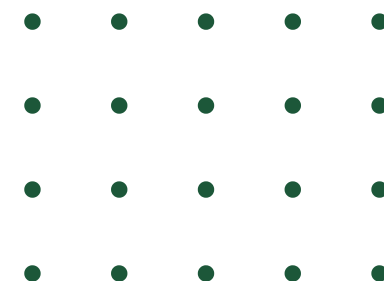
✓ 85%

more women got promotion to the next level

✓ 91%

women felt more loyal to company

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# Program outline



	Kick-off + setting goals session	Group session	2h
	Individual intake with participants	Individual (1 on 1)	0,5h/person
1	 e unwritten feminine and masculine rules in your field of influence	Group workshop	2,5h
2	Behavioural archetypes in negotiations	Group workshop	2,5h
3	First Inter-vision: Your field of influence	Intervision with the group	2,5h
4	Five levels of power and your field of influence	Group workshop	2,5h
5	Strategic visibility and profiling	Group workshop	2,5h
6	Second inter-vision: Your professional presence	Intervision with the group	2,5h
	Closing presentations	Group session	2h
	Personal coaching sessions	Individual (1 on 1)	1h
	Workshop “How to be a sponsor”	Group session	1h

# Internal Sponsoring

Participants will choose a sponsor with whom they will have several conversations during the program.

The role of the sponsor is aimed at the further professional development of the participant. Sponsor will actively promote the participant within and outside of your organisation and open his/her network for the participant they sponsor.



## What your sponsors get

Opportunity to make <sup>an</sup> impact and meaningful change! They will support participants in their learning journey. Sponsors will see the talents from your company develop.

The sponsors will receive supporting materials from In Touch trainers who will make themselves available for consultations.

## Program includes:

- Work in small groups of max 6 participants
- Kick off and closure meeting
- 6 workshops/intervisions
- 2 tests for each participant: “Archetype profiles” and “Levels of power and influence” at the beginning and at the end of the program
- Individual intake for each participant
- Pre-assignments and post-assignments
- Our management book “Stratego for women” for each participant
- Dedicated community manager
- Membership in our global alumnae network
- Online and in-person sessions possible
- Scalable in local languages

## Sponsoring component includes:

- Workshop for sponsors “How to be a sponsor in this program”
- 30' meetings in-between the sessions (sponsor and participant)

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**Mira Vasic**

Co-owner &  
Senior Partner



**Elisa de Groot**

Co-founder &  
Senior Partner



**Monic Bührs**

Co-founder &  
Senior Partner



**Aleksandra Majkic**

Partner & Expert  
Trainer



**Lisa van Blaricum**

Co-owner &  
Senior Partner

# InTouch

Female Leadership & Career Academy

## Our Approach

We use a blended approach of hands-on exercises, theoretical background, statistics and discussions about real workplace situations. We tailor-make our program to fit the needs of your people and organisation

## Our Work

Our work is based on latest scientific research and theory in the field of strategic leadership, statistics on the current state of women in the workplace and reports on best practices for improving diversity and inclusion in organisations.

## Our Passion

Our passion is equipping your top talent with strategic skills they need to reach the top. We help women and other underrepresented groups become more self-confident in their ambitions, more visible in their successes and more impactful with their vision.



# Our selected clients



# THANK YOU

**In Touch female leadership & career academy**  
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