

# Client Success: Secure Leadership Pipeline

## Challenge:

To complement Accenture's Digital Consulting services, Accenture acquired a number of digital agencies to increase its footprint and consulting pool globally. On a number of these transactions, shortly after acquiring the companies, Accenture began to lose leadership resources in the acquired units. This attrition of this talent was eroding the business cases of these strategic acquisitions.

## Solution:

Leaderley worked with Accenture to design and a customized retention coaching program for incoming leaders of the target acquisition. The program included a structured process for supporting the incoming executives with an opportunity to define and shape their role, define their career vision within the firm and to communicate and connect with Accenture sponsors based on their interests.



## Result:

Accenture's retention rate for the acquisition leadership increased and resulted in a return on investment for of greater than 1000% by averting the associated cost of attrition. In addition, the incoming leaders generated an additional \$11M in Revenue for the firm during their integration coaching program.

