

HOW LENOVO INCREASED WOMEN'S EXECUTIVE-LEVEL REPRESENTATION

PERCENTAGE OF WOMEN IN EXECUTIVE-LEVEL ROLES ROSE FROM 14% TO 22%.

AT A GLANCE

INDUSTRY

Global technology powerhouse and world's No. 1 PC maker

ORGANIZATION

77,000 employees across five geographies, Fortune 500, operating in 180 markets with 30+ manufacturing sites and 18 R&D locations, dual headquarters in Beijing and Morrisville, N.C.

CHALLENGE

Only 14% of executive-level roles were held by women.

SOLUTION

Leveraging **Advancing Women Leaders™**, a Linkage Signature Solution, Lenovo offered targeted learning and development opportunities to director-level women through a 10-month Women's Leadership Development Program (WLDP).

RESULTS

41% of WLDP graduates from the first seven cohorts have been promoted to an executive-level role.

22% of executive-level roles are now held by women.

THE CHALLENGE

In 2014, Lenovo found only 14% of executive-level roles were held by women, even though women accounted for over 30% of all employees.

THE SOLUTION

Lenovo focused its efforts on women leaders at the director level through a 10-month Advancing Women Leaders engagement and more recently expanded a version of this program to women at the senior manager level:

- **Access to the Women in Leadership Institute™ (WIL™) or Digital Advancing Women Leaders Academy**
- **Advancing Women Leaders 360° Assessment**
- **Executive Sponsorship Program**
- **1:1 Coaching – 4 sessions per participant**

To help ensure executive buy-in, Lenovo built Talent Teams of three people: the executive leader of the participant, the HR partner, and the woman going through the program. The teams have quarterly meetings covering agenda items that align with succession and promotion planning, and more.

THE OUTCOME

Eight cohorts of Lenovo employees have completed the program since 2015, totaling 170 women leaders. Looking at the first seven cohorts,

- **Lenovo has achieved a promotion rate of 41%**, more than double the promotion rate of women who have not participated in the program.
- As of 2024, the company has **increased executive-level representation of women to 22%**.
- The **importance of representation has become better known and understood** since the inception of the WLDP.

“Women need to know they have an opportunity to grow and succeed in this organization. They need to feel that there's an equal chance of ascending that ladder.”

— **JENNIFER BROERMAN SPENCER,**
Director of Global Diversity and Inclusion, Lenovo

For more information about the Advancing Women Leaders Signature Solution, including The Institute, visit shrm.org/Lenovo.