



# Profit with Purpose: The New Frontier for Top Talent

*How a Profit with Purpose model is essential to attracting and retaining the next generation of leaders*



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10 Years,  
**100 Million**  
Lives Transformed



# Agenda

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## *Bringing Profit with Purpose to life...*

1. Integrate the Personal and Professional As a Key to Growth
2. Be as Global as Your People
3. Diversity Matters

# 1. Integrate the Personal and Professional

*Developing the whole person results in a stronger team*

- Self awareness is a critical talent enhancer, it enables individuals to identify jobs that are congruent with their values and skillset.
- No longer the separation of work and home individual. Allowing purposeful work catalyses the whole person.
- Start from a place that acknowledges and accepts the whole person. Build employees strengths
- One size doesn't fit all
- Everyone is on a different journey, at different stages.



## 2. Borderless Thinking: Why You Need to Be As Global As Your People

*The next generation of leaders is more mobile and agile than ever before*

We see our employees as **global** citizens



Harnessing global thinking allows us to **grow** a global business



If we don't allow our employees to develop, remain ambitious and enable their curiosity we won't retain them

## 3. Diversity matters

*Building a financial services business that's 40% female*



### *Globally*

- **70%** of the world's poor are women

### *PE Industry*

- **~10%** of leadership roles are held by women

### *LeapFrog*

- **41%** of employees hired since 2015 are female
- **25%** of our leadership team are women



### *How?*

- Targeted female recruitment
- Business Schools
- Benefits



### *There's more to come*

- One Young World
- Internships
- Portfolio companies support in engaging female leaders

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# So What?

*How a Profit with Purpose model has worked for us*

The power of a magnetic idea creates an ecosystem that influences a certain culture and lends itself to:

## Top

- Talent
- Companies to invest in
- Businesses to grow

## Better

recruitment and  
development practices

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## High

performing teams,  
engaging the best in  
market



*Thank You*