



# Managing Women: How to Manage Women for Retention and Promotion

Managers often struggle to unleash their female talent and overcome inherent cultural barriers to their advancement. External bias plays a role, but often the largest bias is that which women themselves unconsciously absorb internally, that keeps them in traditional roles or on a stunted career path. Further, managers may resist providing critical developmental feedback to women.

## Workshop Description

In this workshop, managers learn how to identify the lever points in their management processes where women's unconscious or hidden bias can lurk and how to help women see things through a new lens. We will examine the unconscious bias in common managerial behaviors and help participants develop the skills to manage women more effectively. A key course for all managers – male and female alike.

## Workshop Impact

Participants will achieve the following learning objectives:

- Recognize negative behaviors and identify underlying assumptions of the women they manage
- Re-think automatic responses, rewards, and punishments that may be laden with their own bias
- Practice having the uncomfortable developmental conversations that will ultimately make women more successful

## WORKSHOP FORMAT

<b>Attendee:</b>	Men and women managers of early- or mid-career women
<b>Duration:</b>	90 minutes
<b>Format:</b>	In-person (or virtual); 40-50 attendees
<b>Materials:</b>	Assessment & Strategy Worksheets
<b>Optional Follow up:</b>	Accountability Meetings, Webinars, Coaching

## About Orange Grove Consulting

Orange Grove Consulting specializes in research-based women's leadership training and organizational change that improves recruitment, retention and promotion of women across an organization. We address limiting aspects of the current talent pipeline with a focus on addressing the unconscious biases women have about themselves. Our end goal is to create more innovative and productive workplaces.

Our Managing Women Workshop Series uniquely addresses how managers can more effectively leverage female talent. By adapting how they manage, managers can help their team members realize their potential, think more strategically and increase their impact. Managers emerge from these courses with a clearer vision of how to facilitate women into leadership and career success thereby helping their teams and organizations.

## For More Information

For more information or to book a workshop, please contact Celina Guerrero, Director of Business Development at [celina@orangegroveconsulting.com](mailto:celina@orangegroveconsulting.com) or visit [www.orangegroveconsulting.com](http://www.orangegroveconsulting.com).