



## Women & Leadership: Negotiation

Studies show that women are more successful when it comes to negotiating on behalf of someone else. But when it comes to negotiating for themselves, or even drawing simple boundaries, it's a different story. While that may appear desirable to employers in the short term, it contributes to gender inequity in workload, pay, promotion, and power. It hinders diversity and hampers innovation. Effective negotiation is a skill that helps everyone.

### Workshop Description

This course addresses the real reason women don't negotiate by uncovering the role internal unconscious bias plays. Participants learn how to bring themselves to the table with an equity mentality, step back from a socialized response towards self-sacrifice and see how advocating for themselves improves outcomes for everyone.

### Workshop Impact

Participants will achieve the following learning objectives:

- Learn why women struggle to negotiate for themselves and how to re-frame limiting assumptions
- Identify techniques for daily "equality interactions"
- Develop a proactive plan for large negotiations

### WORKSHOP FORMAT

<b>Attendee:</b>	Early- to mid-career women
<b>Duration:</b>	90 minutes
<b>Format:</b>	In-person (or virtual); 40-50 attendees
<b>Materials:</b>	Self-quiz, Planning Worksheets
<b>Optional Follow up:</b>	Accountability Partners, 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 suite of Women's Leadership Master Classes uniquely addresses the underlying assumptions of what it means to be a high potential woman. We help develop more confident leaders and key influencers. Women emerge from these courses with a clearer vision of career success and a new set of advanced leadership skills to help them accomplish their goals.

### 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).