



# Women & Leadership: Unpacking Unconscious Bias

Unconscious bias is often the silent killer of women's leadership success and continues to be one of the dominant drivers holding women back in their careers. While unconscious bias towards others is a familiar aspect of this problem, the unconscious biases women have about themselves are an invisible threat. Research has found the biases women commonly adhere to in career-making decisions typically fall into one of three basic assumptions: do it all, look good and be nice. These assumptions impact women's career trajectory and employer's ability to retain and promote women in the workforce. This course focuses on helping women recognize and overcome these limiting assumptions and is the cornerstone of Orange Grove's framework.

## Workshop Description

In this interactive workshop, participants examine the underlying assumptions that often limit their decision-making and their career. They reframe these assumptions to open up new possibilities.

## Workshop Impact

Participants will achieve the following learning objectives:

- Learn how flawed assumptions limit your options
- Practice re-framing for better decision making
- See the positive long-term impact better decision-making can make on your career

## WORKSHOP FORMAT

<b>Attendee:</b>	Women at all levels of their career
<b>Duration:</b>	90 minutes
<b>Format:</b>	In-person (or virtual); 40-50 attendees
<b>Materials:</b>	Self-quiz, 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).