



## Managing Women: Full Day Summit

Our Managing Women Summit 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 this experience with a clearer vision of how to facilitate women into leadership and career success thereby helping their teams and organizations.

### SUMMIT FORMAT

**Attendee:** Men and women managers

**Duration:** Full Day

**Format:** In-person (40-50 attendees)

**Materials:** Assessments & Strategy  
Worksheets

**Optional Follow up:** 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.

### 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).

### Sample Program Overview

#### Session 1 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 women they manage
- Re-think automatic responses, rewards and punishments that may be laden with own bias
- Practice having the uncomfortable developmental conversations that will ultimately make women more successful



## Session 2

### How to Retain New Mothers

The single greatest pressure for women to leave the workplace occurs when they become mothers. Unconscious bias, both internal and external, plays a role in convincing women their careers are at odds with their lives and affects how women perform post partum. Managers often are simply unaware of how these biases manifest and what they can do to support their high potential women through this transition point.

#### Workshop Description

In this workshop, managers learn how to identify the external and internal biases that impact mothers. We introduce an approach for helping managers reframe these biases so that they can be more effective at retaining and optimizing their female talent. Managers reflect on process barriers that inhibit an effective transition and identify potential changes. A key course for all managers – male and female alike.

#### Workshop Impact

Participants will achieve the following learning objectives:

- Learn how unconscious biases can limit women's careers when they become mothers
- Reframe these assumptions for a fresh approach to managing family leave and the subsequent integration of life and work.
- Develop a framework for a longer-term career approach for both you and your female staff
- Create your own customized team environment to support everyone's work-life needs

## Session 3

### How to Create a Women-Inclusive Team

Offering maternity leave and flexibility will not ensure women flock to your organization or stay for the long term. Women can tell when a culture signals they are unwelcome. Team cultures that promote inclusiveness versus simply attempting assimilation or applying band-aids will lead to long term engagement and reduced turnover. Managers play a pivotal role in creating this inclusive culture.

#### Workshop Description

In this workshop, managers learn how to identify the key dynamics to creating a women-friendly team culture, shed barriers to implementation such as unconscious bias, and implement step-by-step changes that will lead to attracting and retaining a diverse team.

#### Workshop Impact

Participants will achieve the following learning objectives:

- Learn how to create an effective work environment for women (hint: it works for men too)
- Discover the common barriers such as unconscious biases and their impact on team culture
- Perform a gap analysis on your current team environment
- Develop a plan to transform to a women-friendly culture
- Learn how to engage male colleagues in the change process