



Coaching Programs for Women Integrating Career, Family & Life

How to best retain your best high-potential women? In addition to giving them opportunities and leadership training, give them tools to integrate their career with family, and life. Our coaching and peer-coaching programs provide customized support for high-potential women who may be struggling to manage career and home life as they advance into positions of leadership. Our coaching programs are designed exclusively for women who most often carry the burden of responsibility for care of family members. The program provides individualized support to help them excel professionally as they work through the biases of others and themselves as a woman, caretaker and leader.

Individual Women Coaching

This program includes six 60-minute sessions. It is designed to help retain high-performing women and / or women who are transitioning into senior leadership roles that may be “at risk” of leaving because they are:

- About to start or grow their family
- Are a primary care giver to a child, parent or other family member
- Struggling to manage both work and life

The program includes a 360 assessment as well as a self-awareness component of setting values, priorities and evaluating strengths and weaknesses. Participants evaluate their “bad habits”, self-limiting assumptions, and participate in visioning, career planning, workspace redesign and overcoming internal resistance sessions.

PROGRAM FORMAT

Attendee: High-potential women
Duration: 6 60-minute sessions

Peer-Coaching Women’s Circle

A women’s leadership program supplemental or as a stand-alone, this program includes six 90-minute sessions, with an integrated networking component for a cohort of 15-20 participants who are:

- High potential women targeted for the next level
- Women managers who want to significantly improve their managerial skills

Facilitated program topics include:

1. Bad Habits/Limiting Assumptions Session
2. Prioritization Session
3. Quantifying Value & Strategic Thinking Session
4. Self Promotion/Negotiation Session
5. Overcoming Resistance Session
6. Risk Taking Session

All coaching sessions can be tailored to fit the specific objectives of the organization or leader.

PROGRAM FORMAT

Attendee: High-potential women
Duration: 6 90-minute facilitated sessions
Format: 15-20 participants per cohort

About Orange Grove Consulting

Orange Grove Consulting specializes in research-based gender 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. 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 or visit www.orangegroveconsulting.com.