



Blended Learning: Skillssoft Online Women-in-Action Leadership Program with Live Peer-Learning Cohorts

How to best retain your high-potential women? In addition to giving them opportunities and leadership training, give them tools to integrate their career with family, and life. This hybrid peer-coaching program provides customized support for high-potential women who may be struggling to manage their career as they advance into positions of leadership. The program provides individualized support to help them excel professionally as they work through the biases of others and themselves as a woman and leader.

The Skillssoft Women in Action Leadership (WIA) Program was developed and produced by Orange Grove Consulting. WIA provides women leaders with quick, convenient access to learning content that promotes the development of leadership skills and addresses the unique challenges faced by women in business.

Outcomes of the WIA program include:

- 88% of participants said the program gave them deeper knowledge
- 75% of participants said the program gave them greater morale or satisfaction in their work

Peer-Coaching Cohorts

The live Peer-Coaching program includes six to twelve 90-minute sessions, with an integrated networking component for a cohort of 15-25 participants who are:

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

Facilitated program topics are tailored from a subset of the Skillssoft WIA program.

The purpose of this blended learning approach is to transform the purely online program into a hybrid training program where facilitated peer learning deepens the integration of the skills into everyday situations.

Learning Objectives

- Learn leadership training skills uniquely designed to address challenges of women in the workplace that help them advance in their careers
- Practice, synthesize, and evaluate the women’s leadership concepts and skills they are learning through the WIA program and apply them into day-to-day activity, supported by their peers
- Reinforce the concepts with intersession homework and accountability
- Develop a network of women who can support each other and help one another advance or pivot in their careers through inevitable challenges
- Provide support and a safe space for professional women to raise issues, ask questions and solve problems

PROGRAM FORMAT	
Attendee:	High-potential women
Format:	<ul style="list-style-type: none"> • Six - twelve 60-minute online training sessions • Six – twelve 90-minute facilitated peer-coaching sessions • Cohorts organized by level
Format:	15-25 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, please contact Celina Guerrero, Director of Business Development at celina@orangegroveconsulting.com or visit www.orangegroveconsulting.com.