

# Women in Leadership Training: 4-Session Program



Orange Grove Consulting designs in-house half to full year programs for organizations seeking to develop high-potential women leaders. The overarching program goal is to equip women with skills and perspectives that help them to transform from independent contributor to strategic leader within the organization.

## Our Approach

We design leadership programs based on learning theory to help participants change their behavior and increase their impact. Each session is designed to build on previous sessions using:

- Self-Assessments for establishing skills and perception gaps to develop self-awareness and reflection
- Intersession assignments provide practice opportunities enabling reinforcement of concepts
- Rotating Accountability partners who provide peer coaching and support
- Industry-focused, real-time Case Studies provide discussions with impact

## Program Description

In this interactive program, participants examine the underlying assumptions that often limit their decision-making and their career. They reframe these assumptions to open up new possibilities. We commonly use four key topics that make up the program, as outlined below:

1. **Unpacking Your Own Unconscious Bias & its Impact on your Career**
2. **Quantifying Your Value & Self-Promotion**
3. **Making a Strategic Shift**
4. **Work-Life Redesign**

### WORKSHOP FORMAT

- Attendee:** Emerging-, Mid- or Late-Stage Career Women
- Duration:** Four 90-Minute Workshops
- Format:** In-person or virtual; Approximately 40 attendees
- Materials:** Worksheets, Accountability Partners, Journals

## SOME OF OUR OUTCOMES

# 96%

AGREED SESSION  
INFORMATION WILL  
HELP THEM BE MORE  
EFFECTIVE IN THEIR  
POSITION

# 94%

LEARNED HOW  
WOMEN'S OWN  
UNCONSCIOUS BIAS  
LIMITS WOMEN

# 92%

LEARNED HOW TO  
REFRAME THEIR OWN  
FLAWED ASSUMPTIONS

## What Program Participants Say About Our Programs



Strategic thinking requires time & space and can be done in any position. I've made time for big thoughts lately and it is paying off."

"This [program]...really revealed to me that the struggles that I'm dealing with at work as a working mom, as an executive, they are not uncommon and that there are really clear steps that I can take to address the issues that I'm having and really make progress."

"For me, as a woman who is newly entering the workforce, it was really important to see what struggles other woman have had and kind of figuring out what assumptions I already have, working through those so that I can get what I deserve."

"Growth mindset: focus on HOW to take the risk, not just why or why not?"

"It is important to take credit for my contributions and be able to voice what they are in a way that is meaningful to others in light of their priorities."

"Promoting achievement should happen regularly & frequently. This mindset has made my career a regular topic I think about. I've made time to navigate my career this past 6 months & made a change."

## Program Impact:

### Value to Participants

- Develop the ability to sustainably take one's career to the next level
- Provide a forum to address otherwise unspoken challenges women uniquely face
- Develop networking and relationships among participants for long-term support

### Value to Company and Managers

- Increase the level of engagement and leadership skills of identified high-potential employees
- Use the program as a recruiting tool to help attract more talented women to the organization
- Motivate high-potential employees to move to the next level in the organization

## About

**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. Please contact [info@orangegroveconsulting.com](mailto:info@orangegroveconsulting.com) for more information.