

Women in Leadership Program: 7 Half-Day Sessions



OrangeGrove
Consulting

How to best retain your high-potential women? Women-only leadership programs foster connections and an open learning environment to equip women with skills and perspectives that help them to transform from independent contributor to strategic leader within the organization. This seven-session program is for organizations looking to develop their high-potential talent.

Our Approach

We design leadership programs based on learning theory to help participants change their behavior and increase their impact. Each session builds 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 for peer coaching and support
- Industry-focused, real-time Case Studies for discussion with impact

Program Description

In this interactive in-depth program, participants confront the underlying assumptions that impact their career, build foundational leadership skills and build a network for long-term success. Participants leave the program open to new possibilities. These are the seven key topics that typically make up this program:

1. **Module 1: Leadership Vision and Assessment (360 assessment)**
2. **Module 2: Understanding Bias: Challenges & Opportunities for Women in Leadership**
3. **Module 3: Promoting Your Value**
4. **Module 4: Understanding Corporate Finance**
5. **Module 5: Developing the Business**
6. **Module 6: Managing the Team**
7. **Module 7: Becoming a Strategic Leader**

WORKSHOP FORMAT

Attendee: Mid- or Senior-Level Career Women

Duration: Seven Half-Day Workshops

Format: In-person; Approximately 40 attendees

Materials: Assessments,, 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 for more information.