



OrangeGrove  
Consulting

# ACCELERATE Women's Leadership Program 4-Session Program

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 four-session program 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 increase their impact on your 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
- Interactive and engaging sessions plus 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 highly 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:

1. **Unpacking Your Own Unconscious Bias & its Impact on your Career**
2. **Quantifying Your Value & Self-Promotion**
3. **Implementing Strategic Shifts to Leadership**
4. **Work-Life Redesign**

### WORKSHOP FORMAT

**Attendee:** Emerging-, Mid- or Senior-Level Career Women

**Duration:** Four 2-Hour Workshops w/ Intersession Work

**Format:** In-person: 30-40 attendees; virtual: 15-20 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 and inclusive leadership training and organizational change that improves recruitment, retention and promotion of women and diverse candidates 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 and Inclusive Leadership Master Classes uniquely addresses the underlying assumptions of what it means to be a high potential career person. We help develop more confident leaders and key influencers. Women and diverse candidates 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.