

# BOLD Women's Leadership Program

## 7 Half-Day Sessions



OrangeGrove  
Consulting

How to best retain your high-potential leaders? Women-only leadership programs foster connections and an open learning environment to equip women with skills and perspectives that help them transform into strategic leaders that deliver greater value within their organizations. This seven-session program is for organizations looking to develop their succession-worthy 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
- Interactive and engaging sessions plus 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 strategic 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 to Senior High Potential Career Women

**Duration:** 7 Half-Day Workshops w/ Intensive Intersession Work

**Format:** In-person; 12-20 attendees

**Materials:** Assessment, Accountability Partners, Journals

### OUTCOMES FROM THIS PROGRAM

# 100

NET PROMOTER SCORE

# 100%

MORE EFFECTIVE AT DECISIONS RELATED TO STRATEGY & PROFITABILITY

# 100%

MADE KEY CONNECTIONS THAT INCREASE THEIR ABILITY TO ACCOMPLISH GOALS

# 100%

FOCUS ON RESULTS RATHER THAN TASKS

## What Program Participants Say About Our Programs



I looked forward to every session.”

“I knew from talking with the past cohort that the experience would be invaluable, but didn't realize how many new skills -- actionable strategies I'd acquire. We received many small steps that can be integrated into daily routine and developed into a master plan for goal setting, visioning, networking, business development, etc.”

“This program has helped me to embrace honest conversations — both as an employee and as a supervisor — that help me better meet my personal goals and those of my firm.”

“This program gave me the tool kit to communicate my needs, feel confident in my abilities and believe in what I deserve. Being surrounded by a strong group of women with similar experiences, yet different backgrounds, helped reinforce / validate many of the challenges I face.”

“I have a much stronger sense of how valuable I am to my company. I feel more confident and capable.”

### 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

- Level up executive leadership skills of identified succession-worthy leaders
- Increase engagement to retain talented women in the organization
- Motivate high-potential leaders 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.