

## Strategic Training Programs

### Empowering Women to be Leaders

Many professional service firms understand how fostering diversity and inclusion keeps talented team members engaged while advancing the profession. Therefore, many firms form internal diversity groups to provide team members with the skills they need to be successful. Women's groups or alliances are present at many firms but not all of them are as productive as they could be. Our program "Empowering Women to be Leaders" can supplement an existing program with a single session or help you to get a women's initiative off the ground with a series of sessions.

#### *Menu of topics:*

1. Are Women Their Worst Enemies?  
Feelings of fear, inferiority and disadvantage can significantly impede our ability to grow. This session will help to clear the perceptions that limit our perspective.
2. Visibility  
In the workplace where there are many employees, having high visibility can reap both visible and invisible benefits. This session covers the advantages of being a team member with high visibility and provides women with a roadmap of how to get there.
3. Accountability  
It can be human nature to make excuses, justifications or even blame others instead of looking within to see where we can be accountable. Accountability inspires change but it is a choice that women need to make in order to be seen as leaders.
4. What's Stopping You? Getting Unstuck.  
Women face unique challenges in the workplace that can sometimes make them feel powerless. We'll you're your team to look within in order to determine what is stopping them and then provide them with the communication tools they need to get unstuck.

#### *How will this program make your firm better?*

By providing female team members with the leadership training they need to be successful, you will show them first-hand that you are committed to their success. Additionally, they will emerge from these sessions being empowered to lead the change your firm needs to successfully retain women in the future – particularly as they navigate their various life stages.



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