



Managing Women: How to Retain New Mothers

The single greatest pressure for women to leave the workplace occurs when they become mothers. Unconscious bias, both internal and external, plays a role in convincing women their careers are at odds with their lives and affects how women perform post partum. Managers often are simply unaware of how these biases manifest and what they can do to support their high potential women through this transition point.

Workshop Description

In this workshop, managers learn how to identify the external and internal biases that impact mothers. We introduce an approach for helping managers reframe these biases so that they can be more effective at retaining and optimizing their female talent. Managers reflect on process barriers that inhibit an effective transition and identify potential changes. A key course for all managers – male and female alike.

Workshop Impact

Participants will achieve the following learning objectives:

- Learn how unconscious biases can limit women's careers when they become mothers
- Reframe these assumptions for a fresh approach to managing family leave and the subsequent integration of life and work.
- Develop a framework for a longer-term career approach for both you and your female staff
- Create your own customized team environment to support everyone's work-life needs

WORKSHOP FORMAT

Attendee:	Men and women managers of new mothers
Duration:	90 minutes
Format:	In-person (or virtual); 40-50 attendees
Materials:	Assessment & Strategy Worksheets
Optional Follow up:	Accountability Meetings, Webinars, Coaching

About Orange Grove Consulting

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 Managing Women Workshop Series uniquely addresses how managers can more effectively leverage female talent. By adapting how they manage, managers can help their team members realize their potential, think more strategically and increase their impact. Managers emerge from these courses with a clearer vision of how to facilitate women into leadership and career success thereby helping their teams and organizations.

For More Information

For more information or to book a workshop, please contact Celina Guerrero, Director of Business Development at celina@orangegroveconsulting.com or visit www.orangegroveconsulting.com.