



# Managing Women: How to Create a Women-Inclusive Team

Offering maternity leave and flexibility will not ensure women flock to your organization or stay for the long term. Women can tell when they culture signals they are unwelcome. Team cultures that promote inclusiveness versus simply attempting assimilation or applying band-aids will lead to long term engagement and reduced turnover. Managers play a pivotal role in creating this inclusive culture.

## Workshop Description

In this workshop, managers learn how to identify the key dynamics to creating a women-friendly team culture, shed barriers to implementation such as unconscious bias, and implement step-by-step changes that will lead to attracting and retaining a diverse team. A key course for all managers – male and female alike.

## Workshop Impact

Participants will achieve the following learning objectives:

- Learn how to create an effective work environment for women (hint: it works for men too)
- Discover the common barriers such as unconscious biases and their impact on team culture
- Perform a gap analysis on your current team environment
- Develop a plan to transform to a women-friendly culture
- Learn how to engage male colleagues in the change process

## WORKSHOP FORMAT

<b>Attendee:</b>	Men and women managers who desire team diversity
<b>Duration:</b>	90 minutes
<b>Format:</b>	In-person (or virtual); 40-50 attendees
<b>Materials:</b>	Assessment & Strategy Worksheets
<b>Optional Follow up:</b>	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](mailto:celina@orangegroveconsulting.com) or visit [www.orangegroveconsulting.com](http://www.orangegroveconsulting.com).