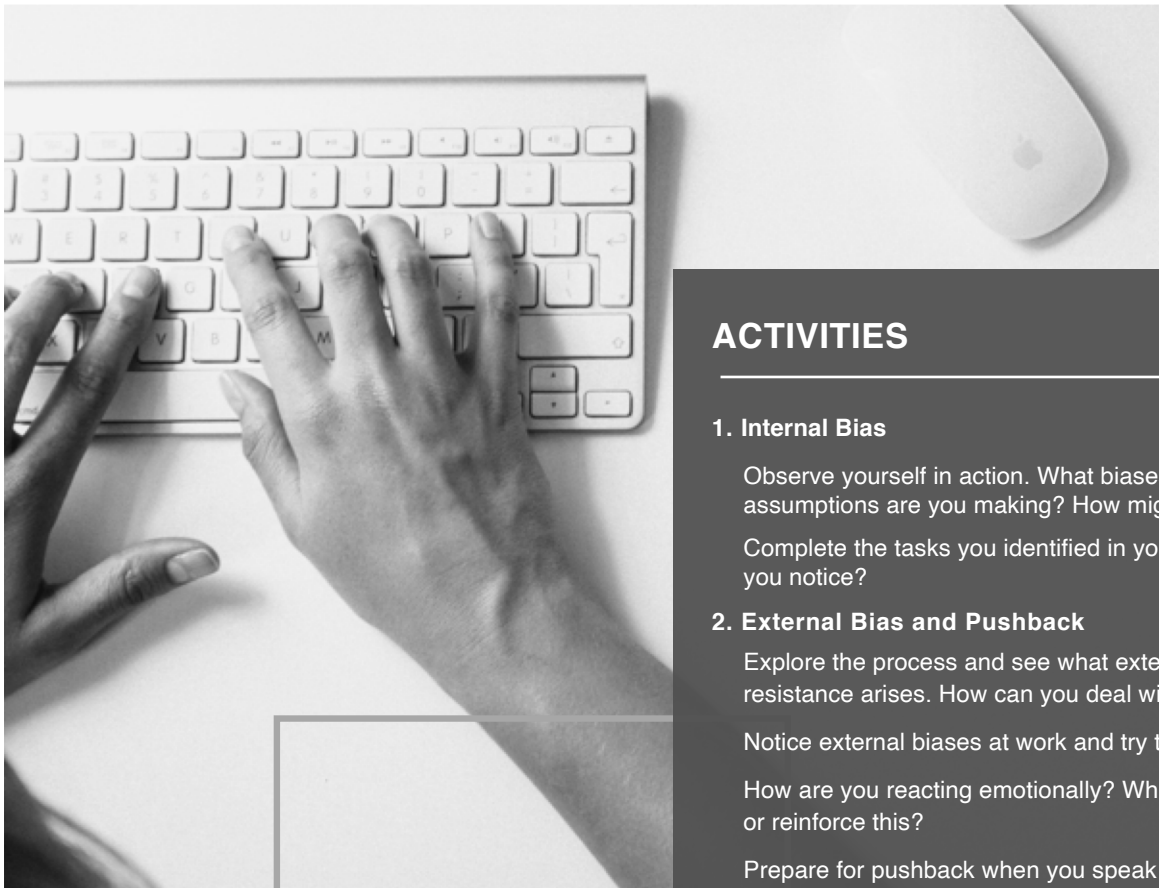


Intersession Work: Between Sessions 1 and 2



Please complete the following before the next session. Note these in your journal. Email ank@orangegroveconsulting.com with any questions or concerns. This will take you around 4–6 hours. Feel free to use more time if you would like to detail it even further.



**RMR Women in
Leadership Program**

ACTIVITIES

1. Internal Bias

Observe yourself in action. What biases appear? What assumptions are you making? How might you reframe them?

Complete the tasks you identified in your planning. What do you notice?

2. External Bias and Pushback

Explore the process and see what external and internal resistance arises. How can you deal with it?

Notice external biases at work and try the reframes.

How are you reacting emotionally? What can help you manage or reinforce this?

Prepare for pushback when you speak up. What happens?

3. Practice and Implement your Reframes

4. Meet with your Accountability Partner

Discuss your accountability questions

Discuss progress and how to overcome challenges