

The RMR Group - Accelerated Women in Leadership Program

Session 6: Becoming a Strategic Leader

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Your Facilitator



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Focus

Orange Grove Consulting specializes in research-based leadership development and bias removal. Our end goal is to create more inclusive workplaces.

Products & Services

We train employees, managers and the leaders around them to recognize barriers to diverse talent's leadership development and remove or neutralize them by training new skills.

We also provide a scaffold for the organization to apply our techniques more widely for systemic change.



The Program Power Skills

Develop Leadership Effectiveness

01



Understanding
Gender Biases



02



Quantify Your Value | Self
Promotion



03



Negotiation & Direct
Speak



04



Executive Presence



05



Integrate Work & Life



06



Strategic Shift towards
Leadership



Agenda

1

Identifying the key shifts
for strategic leadership

2

Applying the shifts to your
current role

3

Increasing visibility, impact, and influence

3

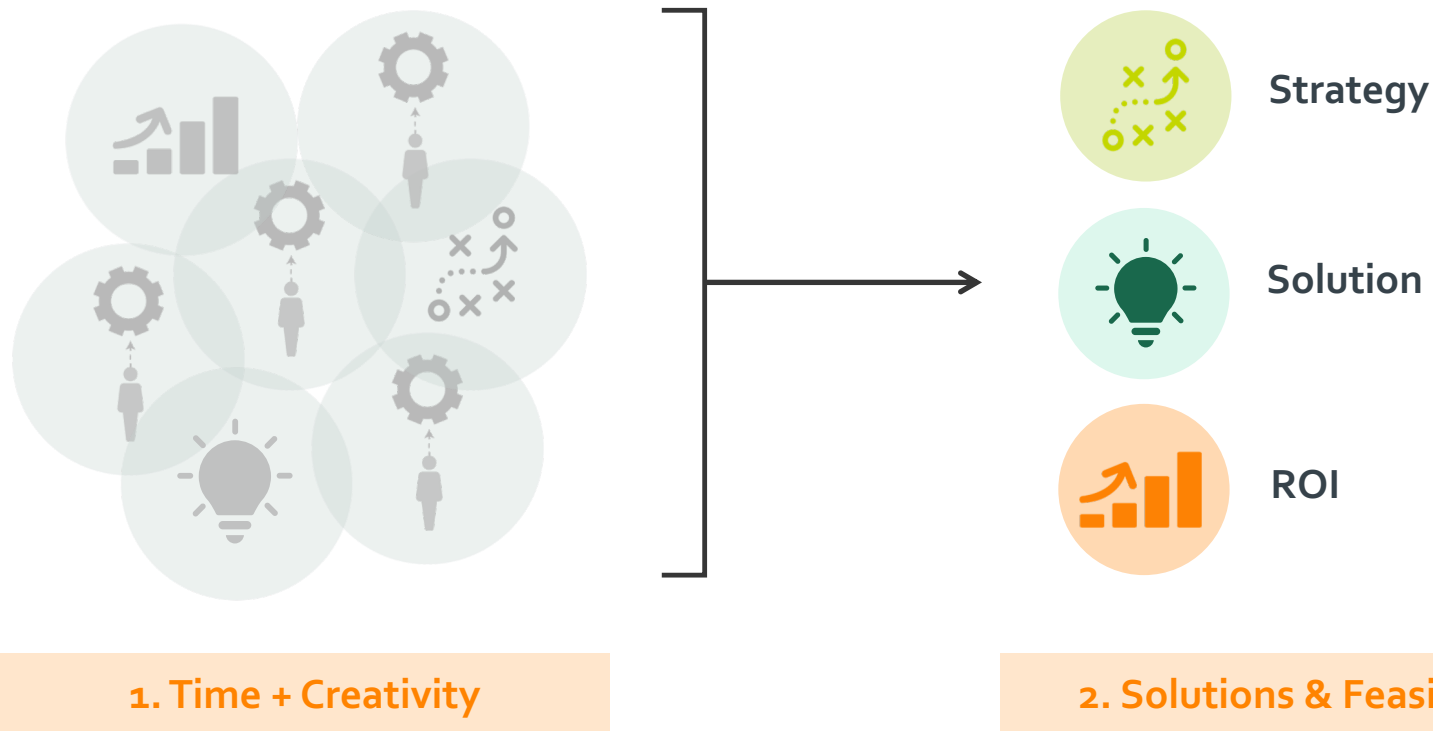
Program Debrief and Celebration



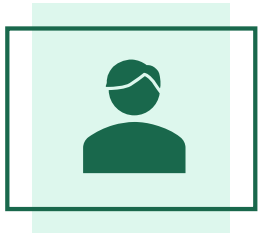
What can you do with a water bottle?



Strategic Thinking



Strategic Gender Bias



Men

- Considered strategic
- Are focused on the macro
- Lead with “The BIG picture”
- Share their results



Women

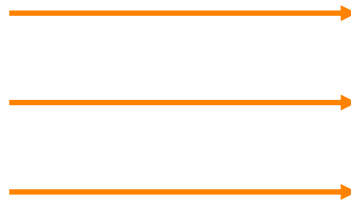
- Considered tactical
- Are focused on tactical, minutia
- Lead by “Gotta get things DONE”
- Share their process



Reframe for Strategic Influence

Do it All

- Time/Effort = Commitment
- Perfection matters
- Want something done? I'll do it.



Do What Matters

- Results matter, not time spend
- Good is good enough
- How does this fit with my priorities?




Key Shifts to Building Strategic Leadership

Shift Your
View of
You

Shift Your
View of
Others

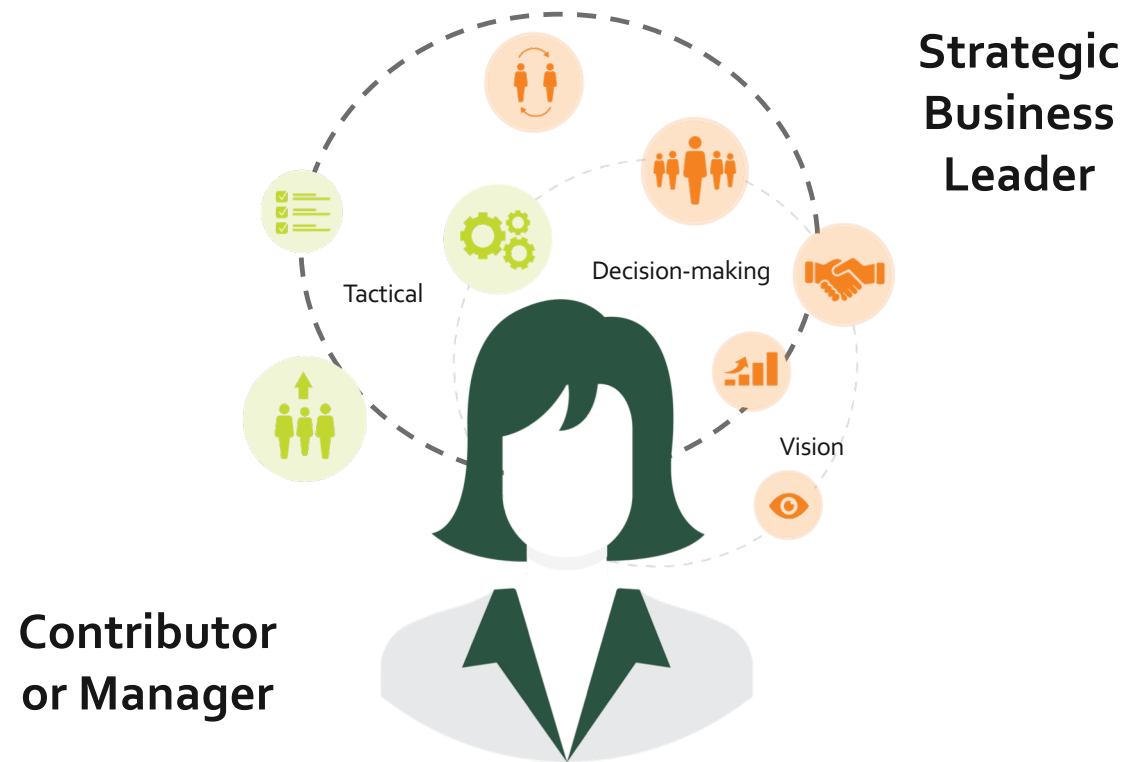
Shift Your
Leverage

Key Shifts to Building Strategic Leadership



Shift Your
View of
You

01. Shift Your Perspective of You



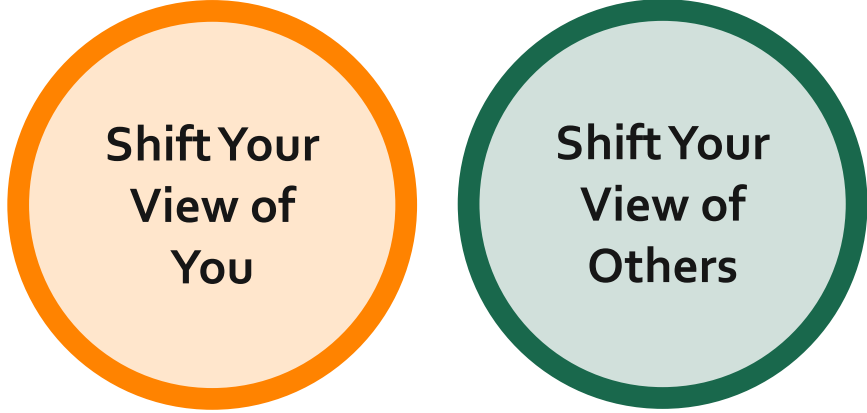
01. Shifting Your Perspective of You

In what way did you shift your perspective of you?

ACTIVITY



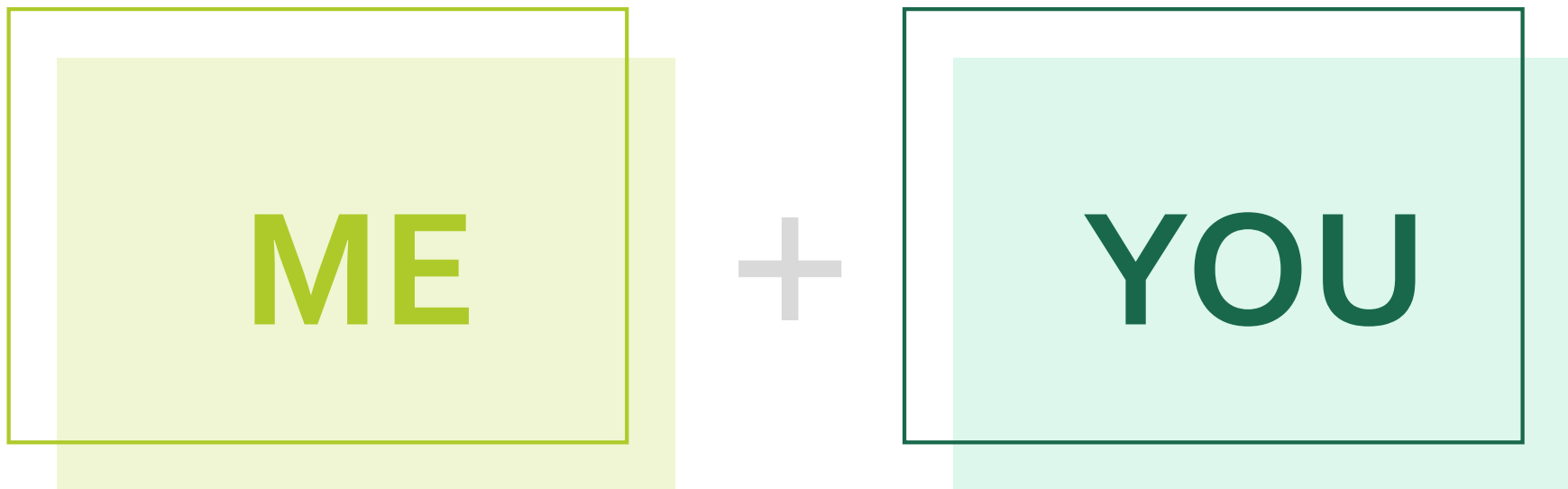
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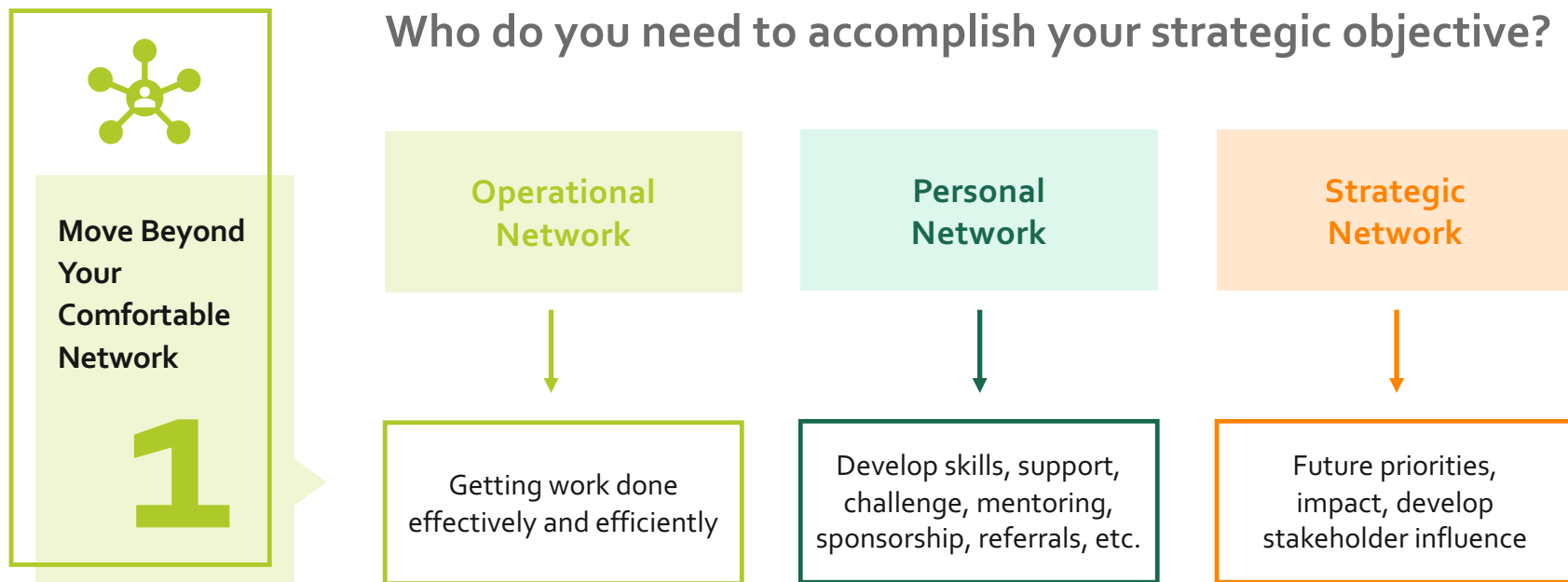
02. Shift Your Perspective of Others



02. Shift Your Perspective of Others



02. Shift Your Perspective of Others



02. Shifting your Perspective of Others

- Who do you need to accomplish your strategic goals?
- Who can help you to have a more strategic impact?
- What can you do to contact them?
- When will you do it?

ACTIVITY



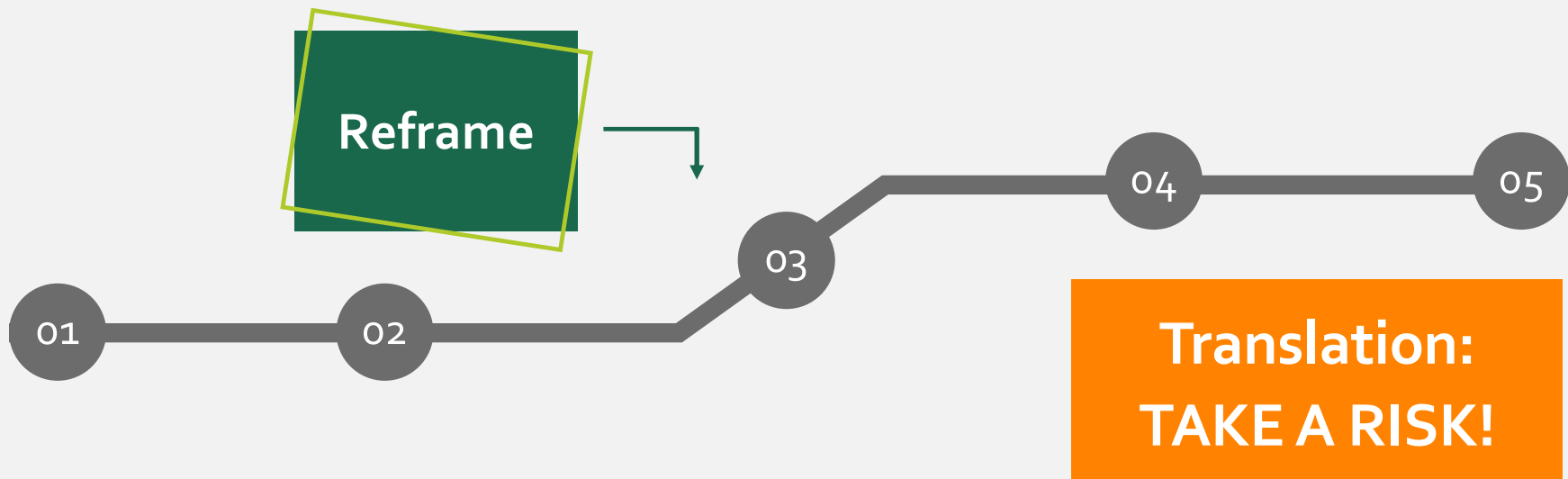
Key Shifts to Building Strategic Leadership

Shift Your
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Shift Your
Leverage

03. Shift Leverage



03. Shift Leverage - Model for Risk-taking



Reframing Risk

- Think about a role, action or project that is outside your comfort zone?
- Why is this outside your comfort zone? What is the resistance? What is the risk?
- What are assumptions underlying the resistance?
- How might you reframe?

ACTIVITY



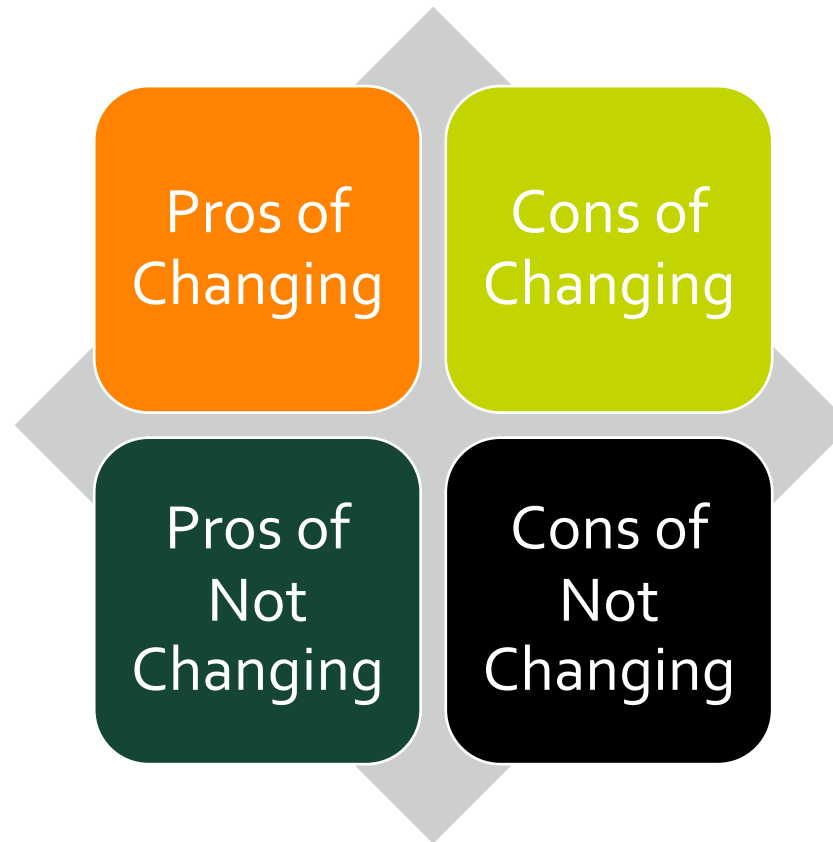


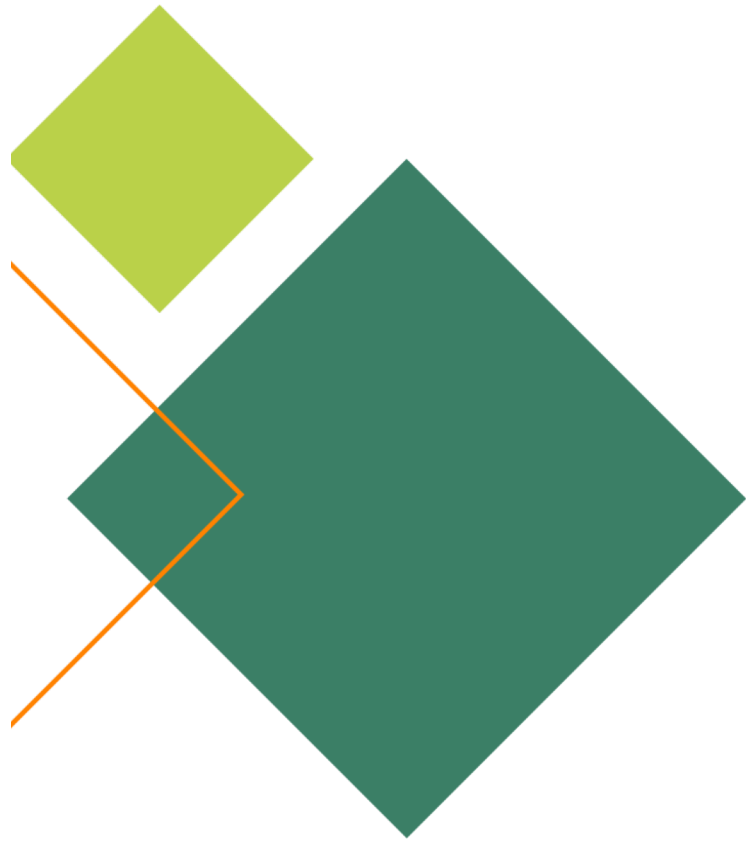
Taking a Risk

- What is a risky but first small step?
- How can you prepare? How can you mitigate the potential risk
- What kind of support do you need? Who from your strategic network could help you?
- How can you test the waters and fail fast?



To risk or not to risk?





Bringing it all together

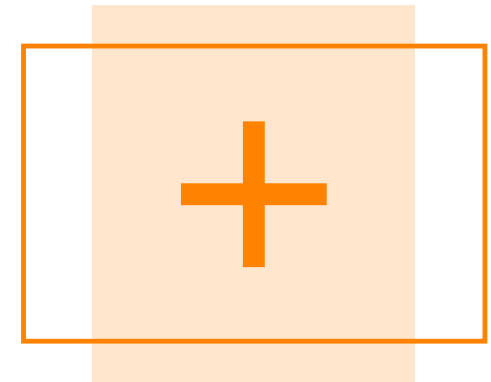
How we started: Three Program Themes



1. Develop your personal leadership effectiveness



2. Increase your voice



3. Increase your impact



Your key learnings & growth

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Strategic Shift towards Leadership



Celebrating your Accountability Partners

Dear Accountability Partner, you have been ...

Mentimeter





Coming in Action

Moving forward I am committed to ...





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Women in Leadership

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