



## Women's Initiatives

Women's Initiatives are flourishing as corporations now see the value of supporting them. Such initiatives enable talent-starved companies to enhance recruiting and retain high potential women leaders to build diverse leadership teams. Strong Women's Initiatives should go beyond networking to draw in clients as well. These initiatives should help identify and seek to diminish the barriers that inhibit a culture of inclusion, such as a shortage of role models and mentors. Women's Initiatives should oversee hiring, development, advancement, retention, and culture initiatives throughout any organization.

Networking programs help women gain new skills, connections and visibility. Career and succession planning programs help women plan their moves to the top. Pipeline tracking keeps the talent pool full of potential women leaders. Development programs promote growth for all professionals. Initiatives should also include committed leaders who are willing to mentor, guide and support their female colleagues in their professional choices. An open, inclusive, and flexible culture empowers women leaders to take ownership and control of their lives and careers.

IWL's team consults organizations on their internal Women's Initiatives. We have firsthand experience on how teams of women can transform from "individuals" to powerful teams of leaders, while making a significant impact on the organization. We work with organizations to help implement and launch successful Women's Initiatives as well as help them successfully brand their internal efforts.

The IWL team knows the powerful impact women make on organizational performance. Years of published research, along with our professional experiences, supports this claim. That is why we are passionate about consulting corporate Women's Initiative programs. Our mission is to promote a dialogue and support networking among women, further their career advancement and professional development, and help fuel the continued growth of Women's Initiatives.

## Professional Development Programs

We offer our clients a comprehensive plan to successfully implement and execute an impactful Women's initiative program. Tailored to client needs, these customized professional development programs are designed to ensure the initiatives are aligned with corporate processes and programs.

Our most popular programs include:

- *Understanding Communication Styles*
- *Difficult Managers: How To Discuss What Matters*
- *Creating a Coaching Culture*
- *The Simple Strategy to Help You Negotiate Everything*
- *The Art of Networking*
- *Mentoring*