

Women's Initiatives

We work with our clients to create, design and implement valuable women's initiatives. So often, women's initiatives are well intentioned yet they fail to address the real issues that women face in their corporate roles.

One client came to IWL realizing that his organization had a problem; their women were leaving the company at a concerning rate. In response, the company created state of the art programs, backed by extensive research and data. They performed exit interviews, implemented a mentoring program and sent their managers to training sessions. They were perfect on paper.

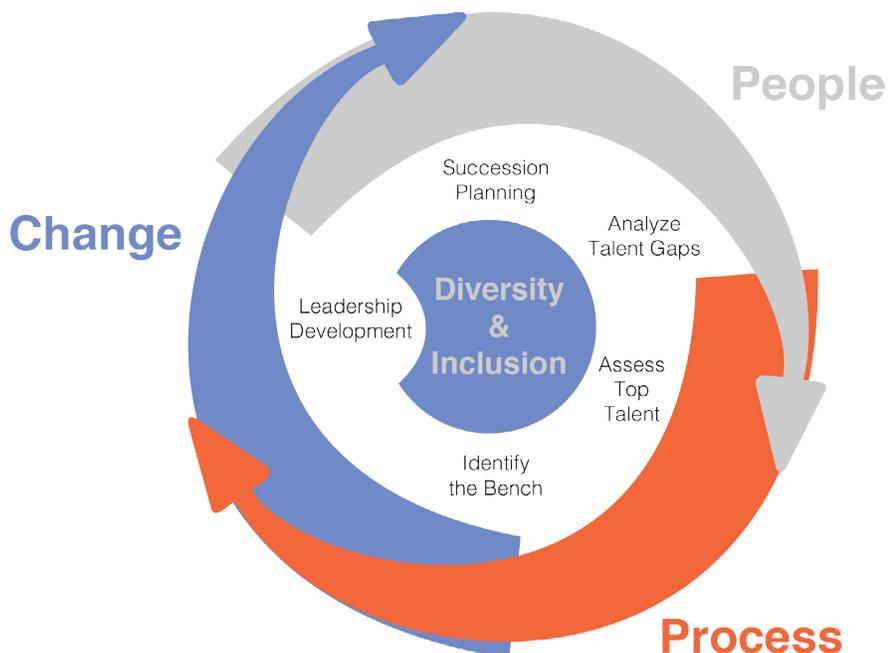
Yet, after years of programming, their top-performing women were still leaving the company and the gender gap was disturbingly evident. It baffled our client, a CEO, who had invested in programs that he believed would deliver results.

He needed help, so he engaged the IWL consulting team. We worked with his executive team, interviewed women who had left the company and probed for answers. During the assessment period we learned that their initiatives were not aligned with their succession planning and performance assessment metrics. Instead the women's initiative programs became what we call noise. Women were engaged in unproductive work that the organization did not truly value or reward with advancement.

We ask you these important questions:

- Are your women's initiatives perfect on paper or do they enhance your bottom line?
- Are they aligned with your diversity and inclusion efforts?
- Do they just fill the quota or do they truly fill the need within your organization?
- Do your programs offer women value, meaning and purpose in their roles?

IWL helps you and your organization align your initiatives and bridge the gap in your diversity efforts. We customize programs through our people, process and change model in a way that brings value to the women within your organization.



What is IWL?

Integrating Woman Leaders, Inc. (IWL) is a management consulting firm dedicated to the advancement of women in the workplace. Our focus is on leadership, communication and skill development for women leaders.

What do we do?

Leadership Series
Executive Coaching
Women's Initiatives
Consulting
Women's Leadership
Conference
Speaking Engagements

Contact us today for a consultation. We would like the opportunity to discuss with you how our team can support your Women's Initiative with our proven model for change.

Integrating Woman Leaders

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