

Consulting Services and Tools to Support Women Initiatives

Organizations just starting a Women's Initiative¹ must strategically position it to succeed. Carol Frohlinger, President of Negotiating Women, Inc., will provide advice regarding what works — as well as what doesn't — based on her extensive experience. She'll assist you to:

- establish the business case for a Women's Initiative
- create a mission statement for the group
- establish success metrics
- engage senior leadership to openly and notoriously lend support
- determine the resources required for success
- identify the right people to lead the initiative
- craft effective communications that address the questions that both men and women will have about the initiative.

Carol will guide you to leverage the benefits that a well-designed Women's Initiative can offer as well as how to avoid the common mistakes.

Assessment

As with any other investment, organizations need to regularly assess how well their Women's Initiative has delivered on its promise.²

Carol will help you to evaluate the effectiveness of your firm's Women's Initiative. Among the criteria she uses:

- How well does the group connect its objectives to the organization's needs?
- How well do the initiatives the group has put in place deliver desired results?
- How much of an emphasis is placed on building skills and capabilities?
- How strong is the cohort that the group has built?
- What practices has the group adopted that are effective and why?
- What practices does the group have in place that can be improved and what benefits would be derived?
- What results has the group achieved?

Informed by the results of the assessment, Carol will provide practical advice regarding how to:

- engage group members
- energize group meetings

¹ Also known as Networks, Affinity Groups and Employee Resource Groups

² Singh, V., Vinnicombe, S. and Kumra, S., "Women In Formal Corporate Networks: An Organisational Citizenship Perspective, Women in Management Review, Vol. 21, No. 6. (2006), pp. 458-482.

- improve results
- effectively communicate regarding the improved results.

Just Add Women® Initiative Toolkit Series



JUST ADD WOMEN®

There is great value in having leaders train leaders. We provide content for engaging meetings that can be facilitated by your women leaders.

Meeting materials include:

- Detailed Facilitators Guide
- PowerPoint® Presentation
- Meeting Attendee Materials
- Facilitator Meeting Checklist
- Sample E-mail Invitation Describing the Session.

Topics include:

Each of the proposed meeting topics deals with a challenge women face in the workplace:

- Building A Strategic Network
- Managing Complicated Conversations
- Getting Feedback You Can Use
- Positioning Yourself For The "Right" Assignments
- Establishing Meaningful Mentoring Relationships
- Stepping Up to Leadership

Women benefit from learning about common traps; not only is such knowledge the start to changing ineffective habits but it also helps to build confidence in the support of other women. Sharing challenges with one another builds camaraderie and engagement.

Please contact Carol Frohlinger, President of Negotiating Women, Inc., to learn more about how these sessions can be customized to meet the needs of your organization. Reach her by phone at (866) 616-9804 or by email: carol@negotiatingwomen.com.