



Women in Leadership

Ignite the Impact of Your Women Leaders

- Align your diversity strategy with your talent strategy
- Create a stronger pipeline of women leaders
- Accelerate your goals for women in leadership





The business case for diversity has never been stronger.

Accelerate and advance women in leadership with practices to boost your competitive advantage.

Audit Your Women in Leadership Practices

Take an objective look at your talent acceleration practices and consider if they advance or hinder your ability to identify, grow, or promote women in leadership roles. With the Women in Leadership Practices Audit, you can:

- Compare and benchmark your practices with over 1,500+ organizations.
- Get a scorecard on which of your practices most impact critical diversity outcomes.

Create Insight for Your Leaders

Give women objective insight into the behaviors they need to enhance their career and ignite their impact with an automated—yet personalized—180° or 360° assessment feedback system. *Ignite Your Impact Assessment: Women in LeadershipSM* creates insight that becomes a catalyst for development, creating individual buy-in, and generating commitment to personal development.

Engage Leaders with #LeadLikeAGirl Keynote

Build excitement and raise awareness of the issues surrounding women and leadership with this high-energy keynote for your lunch-and-learn conference, or virtual session. Attendees will find real-world wisdom from themes including confidence, inner strength, and accessing the leader within.

Accelerate Women Leaders with a Custom Program

Prepare your next generation of leaders with a customized, multi-day program. DDI will work with you to co-create a custom program for early career or rising senior leaders that can include:

- A kick-off with your executive stakeholders.
- An orientation for managers to support and reinforce development.
- A high-fidelity pre-assessment with feedback from an executive coach.
- Opportunities for experiential learning, presentations, and reflections.
- Activities and tools before and after core learning days.
- Development planning, monthly check-ins and ongoing coaching.
- Built-in measurement to evaluate impact on leaders, teams, and the business.

➤ It's not a women's issue, it's a business issue

Get your entire organization behind this initiative. DDI's sessions are designed for both men and women who are supporters of gender diversity initiatives, leaders of female employees, and parents of this generation of women leaders.



DDI is passionate about the cause of advancing women in leadership. Women comprise **53%** of our leadership bench.

Boost Women Leaders with Development

The *Ignite Your Impact: Women in Leadership*SM two-hour sessions (face-to-face or virtual) address issues confronting women at all levels. Mix and match one, several or seven sessions into your unique development design.

▶ **#LeadLikeAGirl: How Women Ignite Impact.** With personal stories and powerful research, this introductory session sets the stage for the other sessions and invites participants on a candid, career-focused exploration of themes such as confidence, inner strength, and accessing the leader within.

▶ **Declare Your Brand.** Participants take an in-depth look at what they value most, connect with their purpose as a leader, and craft a personal brand statement that embodies the impact they want to achieve in the workplace.

▶ **Influence Your Career.** Waving a wand won't make a dream opportunity magically appear. It takes asking for what you want and being bold. Participants identify their "bold ask," the key people they need to influence, and the strategies and techniques for capturing the hearts and minds of even their most skeptical stakeholders.

▶ **Radiate Confidence.** Participants explore the neuroscience behind women and confidence, quieting the inner critic and conquering self-doubt to advance their career path. They also immerse themselves in a challenging, real-life scenario in which they identify specific tactics for leaning in to confidence.

▶ **Fail Forward.** It's not about failing; it's about learning and growing as a leader. Participants explore the consequences of fear and failure and the impact a fixed versus growth mind-set can have on their ability to take risks. They learn how to mitigate those risks by forming a safety net that enables them to jump into the unknown...and achieve extraordinary things!

▶ **Super-Power Your Network.** Yes, it is who you know. Participants explore five kinds of networks they need to nurture to develop their career. More importantly, they learn how to sell their value to potential champions to receive that invitation to connect, and stay connected.

▶ **Men as Allies.** Development doesn't take place in a vacuum. Men have a responsibility and opportunity to empower and inspire women to reach their potential. This session is for associates who lead women to empower male bosses and colleagues to be allies to women. (Coming Soon)

*Ignite Your Impact: Women in Leadership*SM is for aspiring women leaders, formal women leaders, high-potential women, and their male allies.

Organizations that have at least

30%

women in leadership roles are 12x more likely to excel financially.

Source:

Ready Now Leaders: Cultivating Women in Leadership to Meet Tomorrow's Business Challenges.



More women = Better Business

Research has proven that companies with gender-diverse workforces are:

- More adaptable and innovative
- Have access to a broader range of skills and experiences
- Consistently perform better financially

Learn more about how you can grow your women leaders to grow your business.

www.ddiworld.com/womeninleadership



About DDI

We work side by side with people who are relentless about identifying and developing leaders who perform and will leave an enduring legacy. Because better leaders lead to a better future, we've been obsessed with the science and practice of leadership for nearly five decades. We help clients uniquely define and achieve great leadership at every level of their organization, from aspiring leaders to the C-suite. Our promise remains: Together, we can co-create a solution that's aligned with your business context and aimed squarely at your business goals.

We do this by sharing our expertise in leadership:

Strategy ▶ Selection ▶ Development ▶ Succession Management



EMAIL: info@ddiworld.com

VISIT: www.ddiworld.com/womeninleadership



MTP5