



# Women in Leadership

## Unleash the Potential of Women Leaders

- Align your diversity strategy with your talent strategy
- Create a stronger pipeline of women leaders
- Leverage gender diversity for better business results





# The business case for diversity has never been stronger.

Sharpen your competitive edge by leveraging the benefits of gender diversity in leadership. At DDI, we are committed to helping our clients develop women in leadership initiatives that go far beyond awareness to create meaningful change for women leaders. With DDI at your side, we will help you to plan for success, deliver success, and measure the success of your women in leadership program.

## Plan for Success

### Create Momentum with Consulting

Spark energy for your Women in Leadership program by planning a clear path toward success. DDI consultants will work with you to assess your current practices, clarify your goals and objectives, and plan actions that will fuel success.

### Find Barriers Through Audit

Take an objective look at your talent practices to find barriers to leadership for women in your organization and identify opportunities for improvement. With DDI's Women in Leadership: Acceleration Audit, you can:

- Compare and benchmark your practices with over 2,400+ organizations.
- Get a scorecard on which of your practices most impact critical diversity outcomes.

Or, take a deeper dive with a qualitative review of your existing strategies, initiatives, processes, practices, policies and/or programs.

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

Get your entire organization behind this initiative. DDI's suite of solutions are designed to move the dial on Women in Leadership but more importantly set the foundation for sustained success and impact. Our sessions are designed for both men and women leaders to gain insight, increase awareness and boost their personal development as champions of gender diversity.

## Deliver Success

### Address Gender Bias Within Talent Systems

Talent systems within your organization may be limiting gender diversity. People decisions, like selection, promotion and high-potential identification may not be bias-free, lacking objectivity and fairness. DDI specializes in data-based leadership assessments, Success Profiles,<sup>®</sup> and bias-free interviewing approaches.

### Create Insight for Your Leaders

DDI's *Ignite Your Impact Assessment: Women in Leadership*<sup>SM</sup> 180° or 360° assessment feedback system sparks women's development with powerful insights into their strengths, weaknesses, and the skills they need to ignite their impact.

### Accelerate Women Leaders with a Custom Program

Prepare your next generation of leaders with a customized program. DDI will co-create a custom program for your 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.
- Experiential learning, presentations, and reflections.
- Activities and tools before and after core learning days.
- Development planning and ongoing coaching.

## Measure Success

### Measure Impact

A year after implementation, we will measure results of your program, including the percent of women hired, promoted, and in the pipeline for senior leadership. DDI's experts will incorporate these analytics into your continuing efforts for women in leadership.

## Ignite the Impact of Your Women Leaders

The *Ignite Your Impact: Women in Leadership*<sup>SM</sup> two-hour sessions (face-to-face or virtual) address issues confronting women at all levels. Mix and match all or a select few into your unique development design.

### Engage Leaders with a Keynote

- ▶ **#LeadLikeAGirl: How Women Ignite Impact.** Build excitement for your women in leadership initiative with this high-energy keynote for your lunch-and-learn conference, or virtual session. Female and male attendees will find real-world wisdom from themes including confidence, inner strength, and accessing the leader within.

### Build Confidence and Accelerate Competence

- ▶ **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.

### Activate Champions of Change for Women in Leadership

- ▶ **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.

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



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



## DDI's Track Record:

### STRONGER MALE ALLIES FOR WOMEN LEADERS

Male leaders who participated in DDI's Men as Allies program are **84% more likely to speak up about workplace gender inequality.**

*Source: DDI Treatment-Control Experimental Study (2017)*

### MORE CONFIDENT WOMEN LEADERS

**82% of women report their confidence increased** after participating in DDI's Interaction Management<sup>®</sup> leadership development programs.

*Source: Proof that DDI's Development Pays Off (2017)*

### LESS BIAS IN EXECUTIVE DECISIONS

**82% of executive sponsors** said that DDI's executive assessments increased the objectivity of their talent decisions.

*Source: Research Brief: The Value of Assessment (2015)*

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## 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



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