

Webinar

EVERWISE

7 Ways to Support Women's Advancement to Leadership Roles

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Housekeeping Tips



The on-demand recording will be available in the next couple of days.



All lines have been muted but you may ask questions in the question pane at any time.



Additional questions? Send them to events@geteverwise.com



We encourage you to get social! Please tweet using handle @geteverwise.


Speaker



Elizabeth Borges

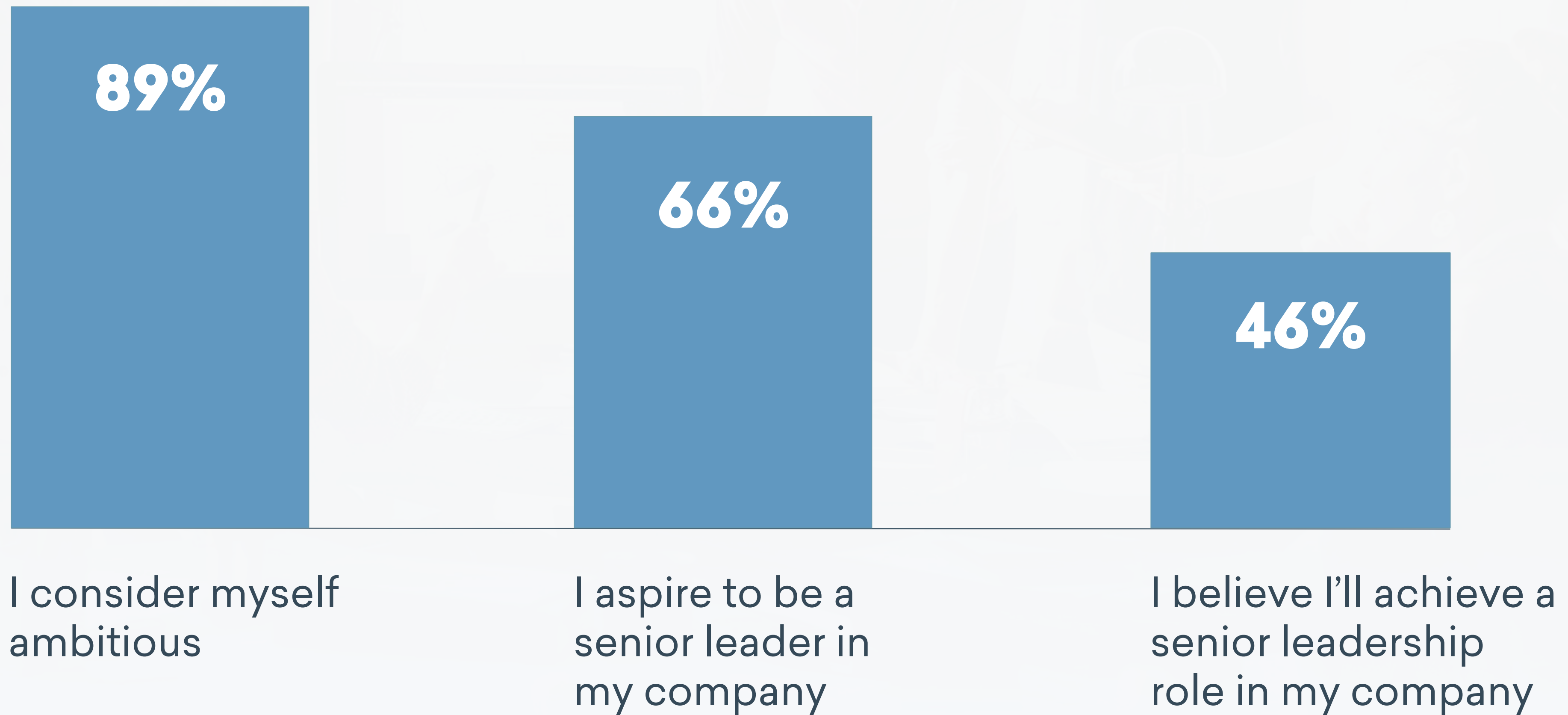
Senior Manager, EverwiseWomen
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Many programs for women are
“one size fits all” or “one and done”
rather than continuous, customized,
and connected

The ambition waterfall





Insights

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“

I doubt myself and my abilities

”



Barrier: Lack of self-confidence

Ways to help

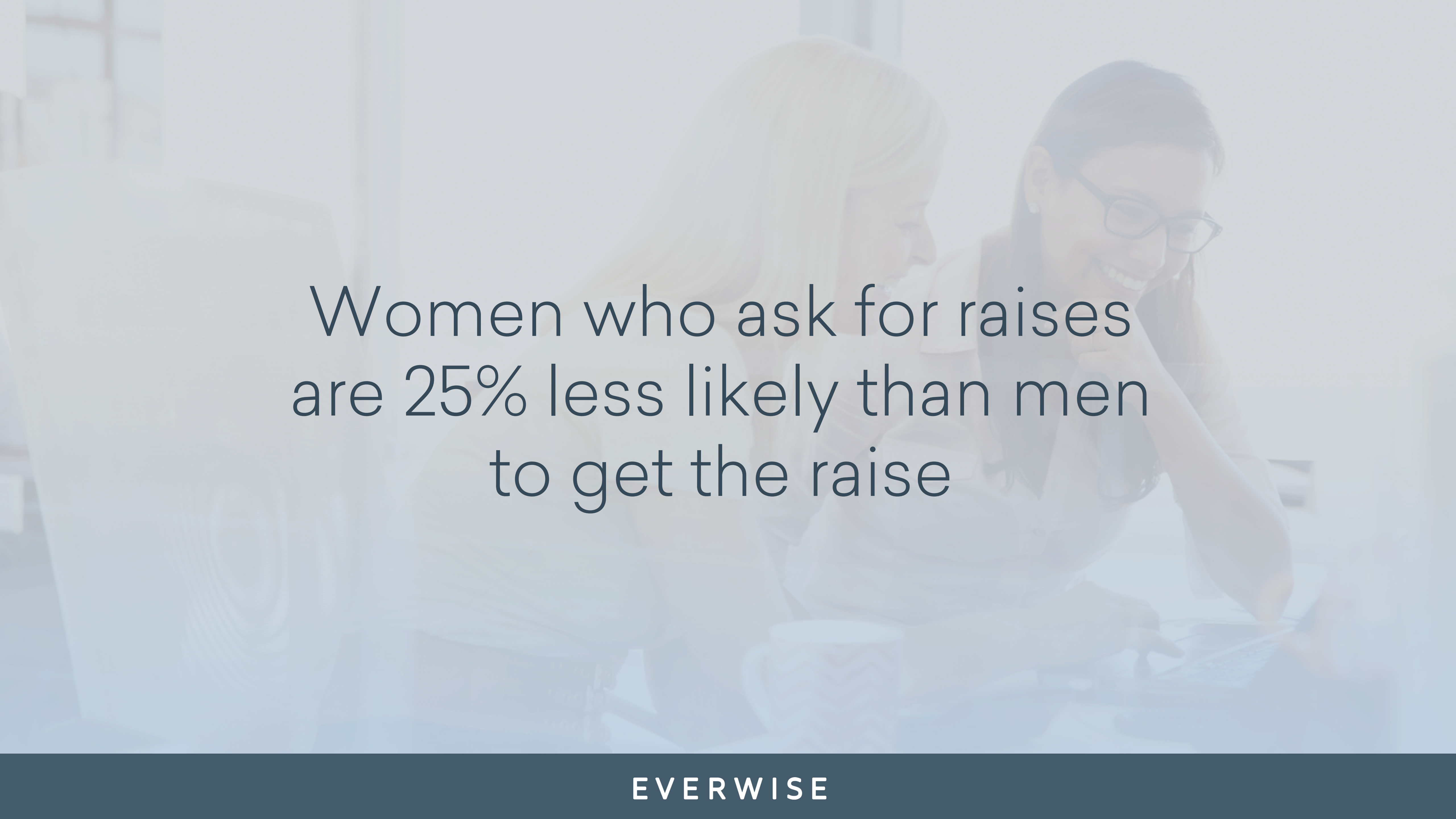
- Provide actionable feedback
- Create peer networks for support & insights
- Train women on foundational leadership skills

A faded background image showing two people, a man and a woman, in a meeting. The man is on the left, looking towards the woman on the right. They appear to be in a professional setting, possibly a conference room or office. The image is semi-transparent and serves as a backdrop for the text.

“

I don't feel comfortable asking
for raises or promotions

”

A blurred background image of two women in an office. One woman with blonde hair is pointing at a laptop screen, and another woman with dark hair and glasses is smiling and looking at the screen. The image is overlaid with a semi-transparent blue filter.

Women who ask for raises
are 25% less likely than men
to get the raise

Barrier: negotiation model

Ways to help

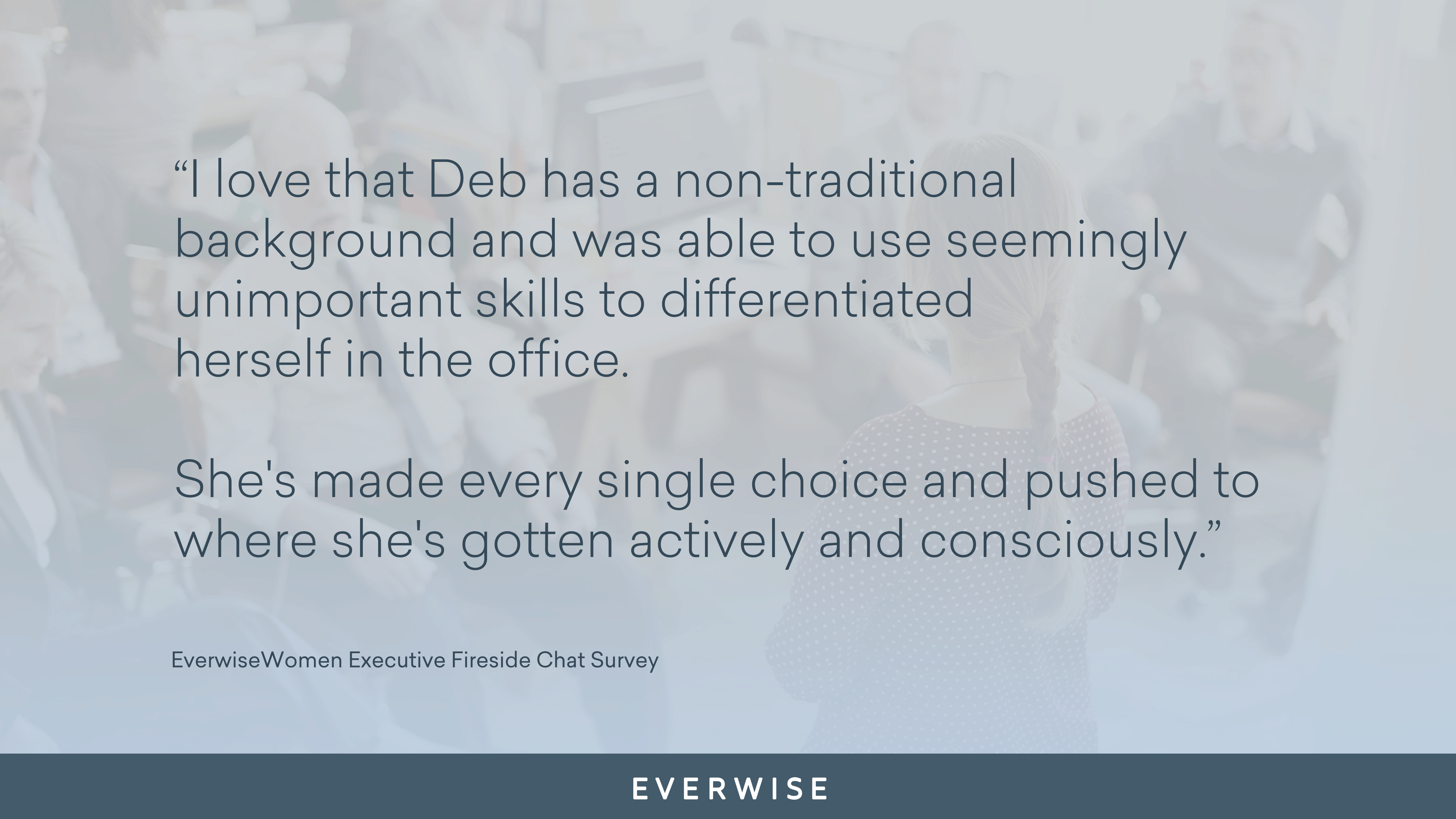
- Train women on negotiation
- Train managers on bias
- Provide structure for performance-management conversations and career planning



“

I don't see leaders who look like me

”



“I love that Deb has a non-traditional background and was able to use seemingly unimportant skills to differentiated herself in the office.

She's made every single choice and pushed to where she's gotten actively and consciously.”

EverwiseWomen Executive Fireside Chat Survey

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Barrier: lack of role models

Ways to help


- Diversify leadership teams
- Host fireside chats
- Connect women to leaders outside of the organization for insights



“

I don't feel like I can be my authentic self

”



71% of women joining
EverwiseWomen report that their
companies have inclusive cultures
where individuals of all
backgrounds can be successful.

Barrier: lack of inclusive culture

Ways to help


- Build a holistic diversity and inclusion strategy
- Train leaders on inclusive leadership behaviors



“

I don't know if the trade-offs are worth it.
I'd have to sacrifice my life

”



49% of women joining EverwiseWomen believe the balance between their personal and professional life is sustainable

Barrier: lack of work-life policies

Ways to help

- Develop flexible workplace policies
- Provide visibility to women on remote teams and in global offices



“

I don't have anyone rooting for me

”

A photograph of four women sitting around a table in a meeting, smiling and looking at a laptop. The image is faded and serves as a background for the text.

Men are 46% more likely than women to have a sponsor

Barrier: lack of sponsorship

Ways to help

- Develop formal sponsorship programs
- Provide stretch opportunities



“

I don't know where I want to go next

”

A group of diverse business professionals are gathered around a white conference table in a bright, modern office setting. One woman is standing and presenting to the group, which includes men and women of various ages. The scene is overlaid with a semi-transparent blue filter.

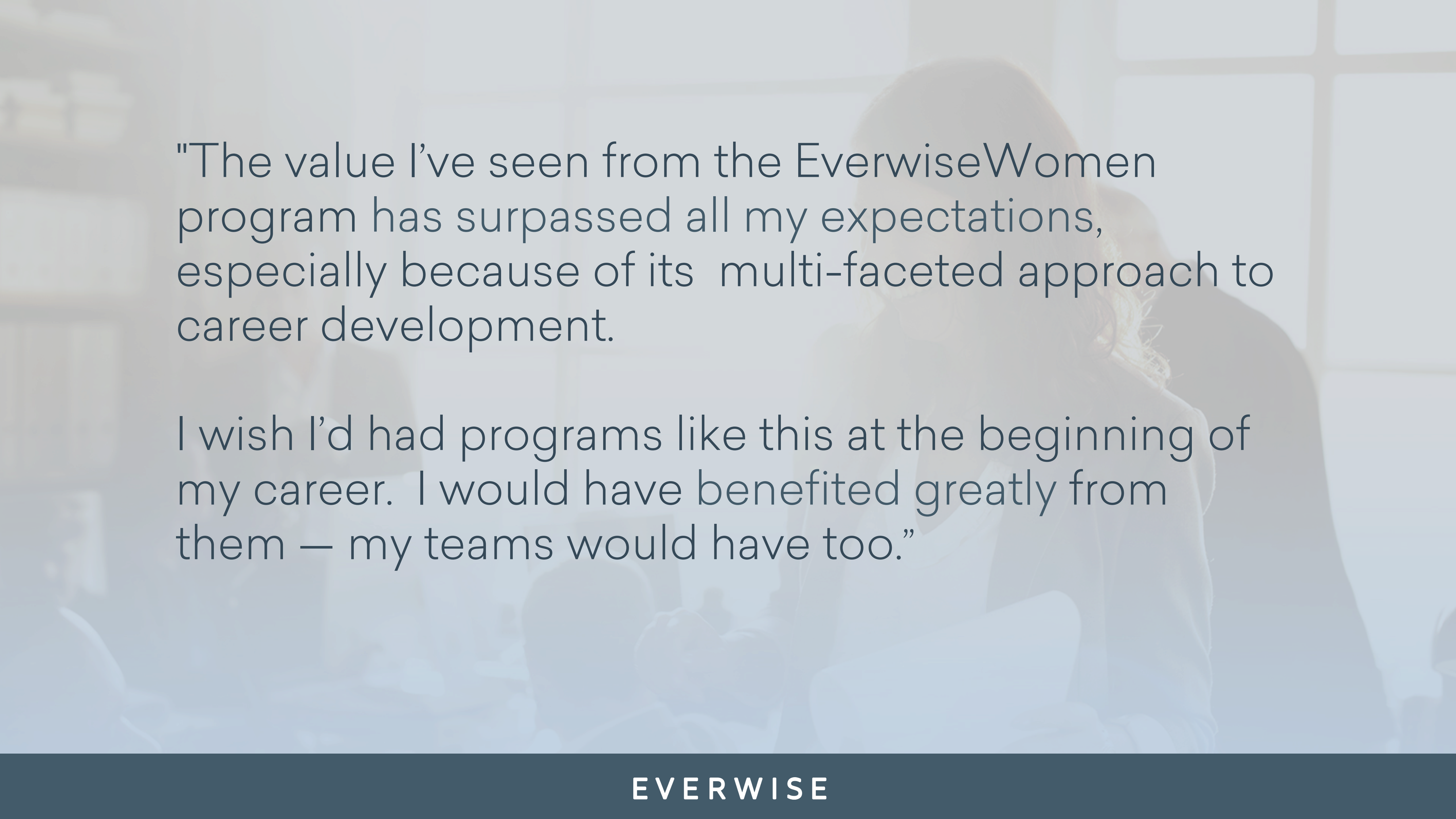
46% of women joining
Everwise Women are unsure of
the next step in their career

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Barrier: lack of clear career path

Ways to help

- Match women with individual mentors
- Help women develop vision and goals
- Provide continuous learning opportunities

A woman with long blonde hair, wearing a white button-down shirt, is seated at a table in a meeting room. She is looking down at a laptop screen. The room is brightly lit with large windows in the background. Other people are visible in the background, but they are out of focus.

"The value I've seen from the EverwiseWomen program has surpassed all my expectations, especially because of its multi-faceted approach to career development.

I wish I'd had programs like this at the beginning of my career. I would have benefited greatly from them — my teams would have too."

EverwiseWomen Program Benefits



Experience Manager

A dedicated Experience Manager helps you prioritize goals and drive accountability



Mentor

1:1 match with a mentor selected from a pool of diverse leaders



Platform Access

Tools and content help you evaluate your strengths, aspirations and goals



Community Access

Access an active online community of professionals focused on similar goals



Skills Workshops

Skill-building workshops to support essential leadership development



Structured Peer Groups

Peers provide feedback and guidance on challenging real-world situations



Fireside Chats

Intimate conversations with executive women leaders to learn from their career journeys



Program Capstone

Reflect on your program goals and learn how to build strategic professional relationships

Q & A

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Looking for additional resources?
www.geteverwise.com



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