

Leveraging **GENDER DIVERSITY**

How does increased gender diversity show up on your organization's business results?

What beliefs and biases are limiting your managers from increasing the gender diversity within their teams?

Are your managers magnets for attracting diverse candidates?



Unleash your heroes...Confront your true potential

Leveraging Gender Diversity

In order to accelerate towards their vision, organizations need to innovate. Innovation is the generation of new ideas which is helped through diversity in thinking. This diversity can only be built by consciously increasing the diversity quotient (DQ) in all your teams.



$$\text{(Your Team)}^{\text{DQ}} = \text{Business Results}$$

Engagement Details

BELIEFS AND ASSUMPTIONS

FEARS AND PRESSURES



IMPACT & ASPIRATIONS

ACTION PLAN

1

The first step towards increasing diversity is to understand the hiring managers mind set towards hiring diverse candidates. Hiring managers are often challenged by their own assumptions, beliefs, fears and pressures. Their limiting assumptions and beliefs can be around assumed poor performance of the diverse candidate, their need for "soft glove" treatment, their possibility for maternity excetera. Their fears and pressures could include their own inability to manage diverse candidates, their organizational direction to consciously increase gender diversity excetera.

2

The next step is to address the manager's beliefs by balancing them with the benefits of increasing diversity. Coaching the manager is important here, since they need to come to the conclusions themselves on the benefits of increasing diversity.

3

Once there is acceptance of the benefits of diversity, the managers need to be mentored on interviewing the diverse candidate. This interview should cover all of their fears and pressures and ensure full clarity on their mutual expectations and aspirations from their working relationships.

GCL Engagement

GCL can leverage its team of mentor coaches to help organizations manage their managers reluctance to hire diverse candidates.

Through a blend of awareness, coaching and mentoring, GCL is able to raise the awareness and choices of managers so that they are able to take confident decisions towards increasing the diversity of their talent pool.

Who will benefit from this engagement

1. All managers who can benefit more gender diversity in their teams
2. Sales Managers
3. Other key business functions where innovation is a key to their survival

Investment Details

We envisage 6 coaching sessions and would be happy to discuss investment details with you.

Contact Details

For further details and investments on Leveraging Gender Diversity, contact us at

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