


# Women In Leadership Now (WILNow)<sup>®</sup>



Wendy Heckelman, PhD | [wendy@wlhconsulting.com](mailto:wendy@wlhconsulting.com)  
Loretta Cate, DPh, CPCC | [loretta@wlhconsulting.com](mailto:loretta@wlhconsulting.com)  
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## **Women In Leadership Now (WILNow)<sup>®</sup>**

Our approach to winning the war for talent and building leadership diversity goes beyond awareness programs to address the underlying systems, mindsets, and behaviors that can limit women in leadership. It's about attracting, developing, and promoting all talent who have the desire and capabilities to lead!

## Our Integrated Approach to Success

The WILNow® team will work with you to assess the status of your current initiatives and determine your specific goals and objectives. As experienced leaders and experts in leadership development, we leverage our research and experience working with thousands of women to offer suggestions and recommendations through:

### Alignment

Ensure that your leadership diversity initiatives are aligned to develop the leadership capabilities and behaviors required to drive your strategic and cultural priorities.

### Diagnostics

Get an objective review of your current practices using a variety of formats, including surveys, interviews, and focus groups. Our diagnostic approach and options can target all aspects of your talent management systems or specific areas including:

#### ► **Searching for Talent Scan®**

Our Searching For Talent Scan® enables companies to get an objective review of current potential leadership practices. The process, which can be delivered in a variety of formats including surveys, interviews, and focus groups, targets a company's approach to identifying leadership potential:

- WILNow® experts will thoroughly examine your high-potential selection process to determine the root causes that may be hampering your ability to build a diverse pool of ready now, high-potential candidates.
- Find out how your tools, training, criteria, and decision-making process(es) are supporting or undermining your efforts to promote diverse talent.

#### ► **Women in Leadership Now (WILNow®) Audit**

Take an objective look at your talent practices to find specific barriers to leadership for women and identify opportunities for improvement. With our Women in Leadership Now Audit, you can:

- Take a deeper dive with a qualitative review of your existing strategies, initiatives, processes, practices, policies, metrics, and programs.
- Draw sound conclusions from available information on which of your HR practices most impact critical diversity outcomes
- Compare to current best practices and identify opportunities to improve and/or fill gaps

### Stakeholder Planning Sessions

We work with you to ensure all elements of your initiative—including communication, accountabilities, supporting skills, alignment with other systems, and metrics—are clearly mapped out and ready for execution.

# Achieve Success

## Drive Bias-Free Talent Systems

Talent systems within your organization may be limiting diversity. People decisions, like selection, promotion, and high-potential identification may not be bias-free, lacking objectivity and fairness. For more than two decades, WILNow® experts have helped organizations bring objectivity to talent decisions through:

- **Key Role Success Profiles and Leader Behaviors**

If you are not clear about what you are looking for then the risk of subjectivity and opinion increases dramatically. The key is to have clear criteria to guide people-related decisions and level the playing field by minimizing the entry of subjective criteria. We conduct a comprehensive key role and leader behavior diagnostic to help you efficiently and accurately identify the competencies, personal attributes, knowledge, and experiences required to drive enterprise success for leadership roles at all levels

- **Objective Assessments of Behavior, Performance, and Potential**

We offer a range of objective leader behavior assessments to support key talent decisions in selection, development, and potential for leaders at all levels. The right assessment data provides the objective intelligence that can reduce bias and increase diversity.

## Leader Commitment

Leaders continue to play a critical role in a range of people decisions. The key is to equip them with the tools, insights, and skills to surface and leverage diverse sources of talent.

- **Searching for Talent Workshop**

The Searching for Talent Workshop is designed to increase the number of high-potential females posting for key leadership roles by building leaders' ability to spot and develop female talent. This workshop helps leaders recognize and reduce their own natural biases and surface a wider range of talent. The workshop is suitable for all leaders who need to embrace their roles as talent scouts, but particularly important for managers involved in high-potential initiatives.

- **The Sponsorship Impact Forum**

The Sponsorship Impact Forum provides senior and executive leaders with an informed sensitivity to the unique challenges women leaders face. Sponsors compare and contrast internal practices to current best practices to overcome concerns regarding the #MeToo movement, create high impact development opportunities, and solve for systems, mindsets, or barriers to women in leadership at all levels.

- **High Impact Mentoring Program**

The High Impact Mentoring Program provides mentors with an informed sensitivity to the unique challenges women face, the ability to spot and address common self-sabotaging behaviors, and learn high impact practices to increase leader readiness. The program includes strategies to overcome concerns male mentors may have mentoring women in light of the #MeToo movement.

- **Rx For Retention® Training**

The Rx For Retention® Program helps managers understand the factors that impact employee retention, explore the elements that contribute to strong manager-employee relationships, identify employees at risk of leaving the organization, practice “re-recruiting” at-risk employees, and “making a save”. Program can be adapted to focus on factors impacting retention of women.



# Advanced Opportunities for Women In Leadership NOW

Certain groups remain underrepresented in leadership and key roles. To promote greater diversity, there is value in building programs and initiatives that proactively advance opportunities for these groups. All WILNow® programs align with each client's individual leadership competencies and leverage their existing assets.

## Women in Leadership Now (WILNow®) Programs

Custom Women in Leadership Now solutions create a stronger pipeline of women leaders and accelerate your goals for promoting women in leadership. To accelerate development for women, WILNow® offers:

- **The WILNow® Forum:** Women in Leadership Now program, a series of two-hour, face-to-face, and/or virtual sessions that address issues confronting women at all organizational levels in formal or informal leadership roles.
- **The WILNow® Lunch and Learn Program:** Women in Leadership Now program, a series of one-hour, face-to-face, and/or virtual sessions with self-assessments, experiential learning, and reflections focused on overcoming challenges unique to women in the workplace with strategies that go beyond everyday solutions to build a personal leadership brand.
- **The WILNow® Aspiring and Emerging Leader Program:** Women in Leadership Now program, a blended learning approach including a series of 1 day, face-to-face sessions that provides high-potential women with foundational leadership skills. It focuses on making the transition to leadership, career accelerating strategies, and a capstone readiness assessment.
- **The WILNow® L.E.A.D. Series:** Women in Leadership Now program, a blended learning approach including four, 1.5 day, face-to-face, and virtual sessions that focus on Leading Self, Leading Others, Leading Across the Organization, and Leading the Business. This program is for experienced and high-potential female managers. It includes real business executive challenges and leadership simulations.
- **The WILNow® Executive Retreat:** Women in Leadership Now program, an off-site retreat for senior and executive leaders focused on solving critical business challenges.
- **Recognizing and Addressing Unconscious Gender Bias:** Women in Leadership Now program, offered as face-to-face or virtual session designed to help participants spot the mindset and behaviors resulting from unconscious gender bias in themselves, how to address it, and foster a more inclusive environment.
- **Executive Coaching Packages:** Women in Leadership Now program certified executive coaches are experienced leaders with proven success helping leaders at all levels achieve in-role or next level success.

## Custom Solutions

WILNow® experts can work with you to co-create a custom high-potential initiative for key groups. Custom programs may include:

- A kick-off with executive stakeholders.
- An orientation for managers to support and reinforce development.
- An orientation for mentors and sponsors to formalize process and support
- 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.



## Measure and Sustain Success

With our built-in sustainability and measurement tools, you'll have the ability and data to demonstrate both the leadership and business impact of all WILNow® solutions and Leadership Development Initiatives to continue to grow talent long after the program is over.

## What Sets Us Apart?

Simple: We bring real world experience to the table - beyond consultant or academic theory because we've been there! Our competitive advantage is people, services, and resources linked to world-class talent with direct experience in leadership and business development. The core members of our team have worked closely and collaboratively together for over twenty years. They have been sought after by Fortune 500 executives to consult on critical business, leadership, and large-scale change initiatives.



Wendy Heckelman, PhD



Loretta Cate, DPh, CPCC

Co-founders of the WILNow Initiative, Dr. Loretta Cate and Dr. Wendy Heckelman leverage their leadership expertise and experience working with thousands of women to help organizations and individuals ignite the power of women in leadership.

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