



## What We Know...

According to Harvard Business Review...

- **Women of color are projected to make up the majority of all women by 2060.**
- **Organizations with executive-level gender diversity worldwide had a 21% likelihood of outperforming their industry competitors.**
- **Organizations with the most ethnically diverse executive teams were 33% more likely to outperform their peers on profitability.**

## Who We Are...

We were established in 2018 out of the need to establish resources for Women of Color that help them navigate through the inevitable career crises they will experience. Career Sisters offers a safe space for Women of Color to:

- **Learn and Grow**
- **Collaborate, share their experiences and how they navigated the nuances of corporate organizations**
- **Connect and E.M.E.R.G.E.**

## How We Can Enhance Your Diversity & Inclusion Commitment...

- We will leverage our E.M.E.R.G.E. approach to customize participants' experiences and leverage experiential learning methodology integrating connectedness and relatability exercises to address unique cultural differences.



- Our Programming (*refer to page 2*) will build/enhance the following critical competencies: Develop/Translate Strategy, Communicate Effectively, Execute for Results, Build Relationships, and Model Accountability.
- We will create an environment that allows women to be authentic, share liked minded experiences/approaches to strengthen their performance and drive higher impact in the organization.

## Our Resources and Capabilities...

We have over 30 years of experience in the areas of Strategic Leadership, Executive Coaching, Operations, Capital Management, Human Resources Management, Leadership & Development, Finance/Accounting, Marketing/Sales and Diversity & Inclusion across multiple industries. Our resources represent corporate leaders, entrepreneurs and business owners and have certifications in Executive Coaching, Change Management, DISC, Lean Six Sigma, Myers Briggs, Birkman, Hogan and Center for Creative Leadership.

**To learn more about how Career Sisters can meet your needs, please contact our office at 770-680-5118 or [info@careersisters.com](mailto:info@careersisters.com) to schedule a meeting.**

**Please visit our website at [www.CareerSisters.com](http://www.CareerSisters.com)**



Program Target Audience	High Level Overview
Individual Contributor	<p><b>Objective:</b> Though a series of experiential learning, participants will begin the journey of discovering and leveraging their personal talents, strengths and brand while learning how to overcome stereotypes that can stifle their growth.</p> <p><b>Learning Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Align personal talents with career goals and aspirations</li> <li>• Identify and overcome stereotypes that may stifle their growth</li> <li>• Expand network/sisterhood and identify an accountability partner</li> <li>• Establish a personal brand and persona that exudes confidence and authenticity</li> <li>• Create an Individual Development Plan</li> <li>• Develop a roadmap outlining the plan for staying connected to the accountability partner with specific dates and milestones.</li> </ul>
Supervisors/Managers	<p><b>Objective:</b> Leveraging 360 feedback loop, participants will chart their course for developing a holistic approach to enhancing their team’s performance and driving results. Participants will also learn how to most effectively build trust, manage culturally diverse teams and create an inclusive environment.</p> <p><b>Learning Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Understand the concepts of three leadership styles: Participative/Coaching or Supporting; Authoritarian/Directing and Delegative/Delegating</li> <li>• Understand the complexity and challenges associated with leading individuals and teams with diverse cultures</li> <li>• Leverage methodologies to build and sustain trust</li> <li>• Understand the concept of change leadership, people’s experience and response to change</li> </ul>
Directors/Executives	<p><b>Objective:</b> Leveraging a blended learning approach (practice, apply, feedback), participants will experience real-life scenarios that can impact their judgment, ability to connect/relate to their teams, make fact/data-based decisions and treat everyone with fairness and respect.</p> <p><b>Learning Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Ability to identify, use, understand, and manage emotions in an effective and positive way</li> <li>• Leverage leadership style of communicating and interacting with a variety of generations and diverse individuals to ensure tapping into the best talents of everyone</li> <li>• Understand how actions and decisions impact key company measures and objectives</li> <li>• Proven ways to drive and promote a culture of inclusion</li> </ul>
Group Mentoring	<p><b>Objective:</b> This is an intimate group of successful executive level women that share personal experiences and challenges with one another to support personal growth and development. Participants in this program requires vetting and approval by Career Sisters.</p> <p><b>Program Topics:</b></p> <p>Topics may vary from “High Heels in the Board Room” to “Business Savvy with Style.”</p>