Ways to Support Women's Advancement to Leadership Roles

7

“The ambition waterfall”
Based on questions we asked to over 500 women at the start of their EverwiseWomen learning experience.

89%
66%
46%

I consider myself ambitious
I aspire to a senior leadership role in my company
I believe I’ll achieve a senior leadership role in my company

Ways to help

- **Provide actionable feedback**
- **Create peer networks for support and insight**
- **Train women on foundational leadership skills**

Ways to help

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

Ways to help

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

Ways to help

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

Ways to help

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

Barriers:

- **Lack of clear career path**
  - I don’t know where I want to go next
- **Lack of sponsorship**
  - I don’t have anyone rooting for me
- **Lack of role models**
  - I don’t see leaders who look like me
- **Lack of inclusive culture**
  - I don’t feel like I can be my authentic self
- **Lack of self-confidence**
  - I doubt myself and I feel like an imposter
- **Lack of work-life policies**
  - I don’t know if the trade-offs are worth it. I’d have to sacrifice my life
- **Lack of inclusive compensation model**
  - I don’t feel comfortable asking for raises or promotions

Would you like to learn more?
www.geteverwise.com/requestdemo

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This content provided by our on-demand webinar: 7 Ways to Support Women’s Advancement to Leadership Roles

EverwiseWomen was designed from the ground up with a strong focus on relationship capital and skill building to help emerging women leaders slice through headwinds and allow organizations to benefit from gender diversity at every level.

Everwise connects employees with the people, resources and feedback they need to be more productive and successful at every stage of their career. The platform allows organizations to tailor, run and optimize learning experiences at enterprise scale.

About Everwise

EverwiseWomen is a comprehensive and collaborative online experience that builds upon the power of Everwise, our enterprise platform for workplace learning and performance.