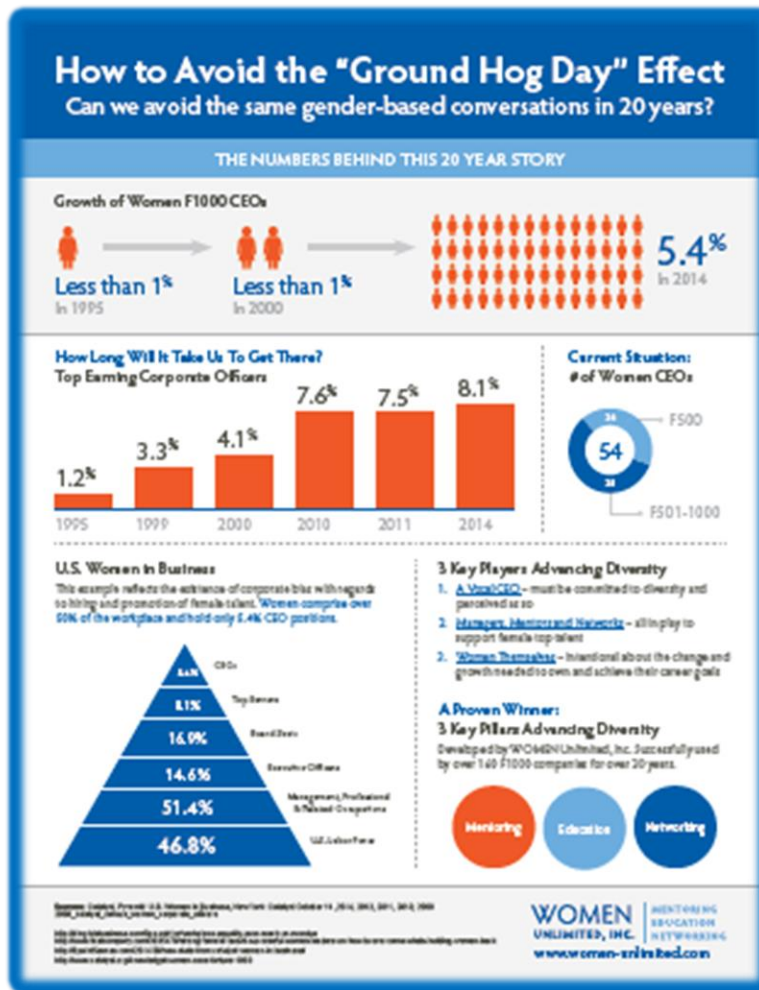




Infographics



Created to accompany Feb 2015 Blog post [Happy \(or not-so-happy\) Ground Hog Day](#)

Click [here](#) to see full infographic

DEVELOPING FEMALE TALENT

A Story of Positive Change— A Story of Creating Sustainable Change

THREE OBSTACLES TO INCLUSIVENESS

1 The Corporate Culture Issue

- Only 17% of C-suite accepted by women

2 Fatigue and Frustration

- Corporations feel like they're spinning their wheels
- Women feel passed over for plum assignments

3 Second-Gen Ratio on Gender Issues

- Subtle and nuanced
- Often neither men nor women are aware of it
- Supports "inclusion speak" rather than "inclusiveness"

To Overcome the Obstacles: Key Players Need to Change

- CEOs need to create an inclusive culture
- Managers, mentors and networks must better support female talent
- Women themselves must be their own advocates for change



WOMEN UNLIMITED RESEARCH KEY FINDINGS: ADDRESSING THE OBSTACLES

HR Leaders

- More than half surveyed agree challenge women face are unique
- Over 80% believe women are under-represented at the top
- 70% measure success of development programs by looking at retention, promotion and employee satisfaction
- Only 10% use financial metrics

Messages

- Key challenge they face is supporting high-potential women: making them accountable, providing honest feedback and gaining a better understanding of the female perspective
- Key challenges they see women facing: speaking up and stepping up, cultivating networks, demonstrating strategic thinking, making necessary behavior shifts, exhibiting leadership skills

Women Themselves—Alumnae Survey

- Over 100,000 alumnae across 200 leading corporations
- 81% of alumnae enjoy an expansion of their role within one year of completing their Women Unlimited program
- Overwhelming majority indicated that program participants made them better business leaders, improved their networking and mentoring skills, help at them think more strategically and made them more focused on the ROI



MENTORING DONE RIGHT: A MAJOR OBSTACLE-BUSTER

Original Research—Mentoring relationships are most successful when women are intentional ally:

- Prepare for the relationship
- Put their mentor's advice into action
- Use what they've learn to build key organizational relationships

WOMEN Unlimited Research Shows Major Advantages to Mentors

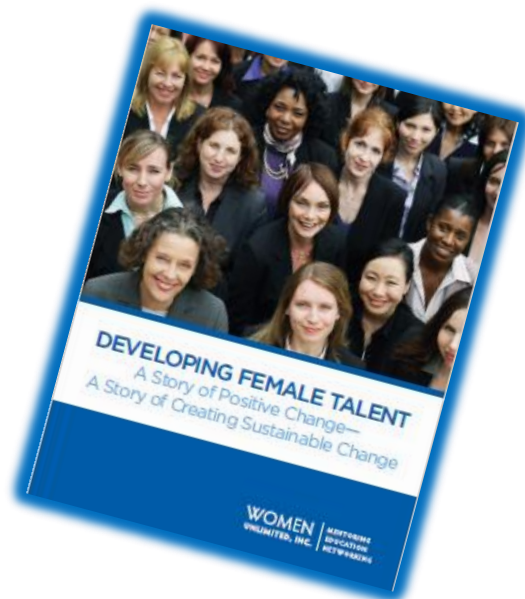
- Both men and women gain new insights
- They are more adept at advocating for diversity
- They are more willing and able to influence their management and their teams



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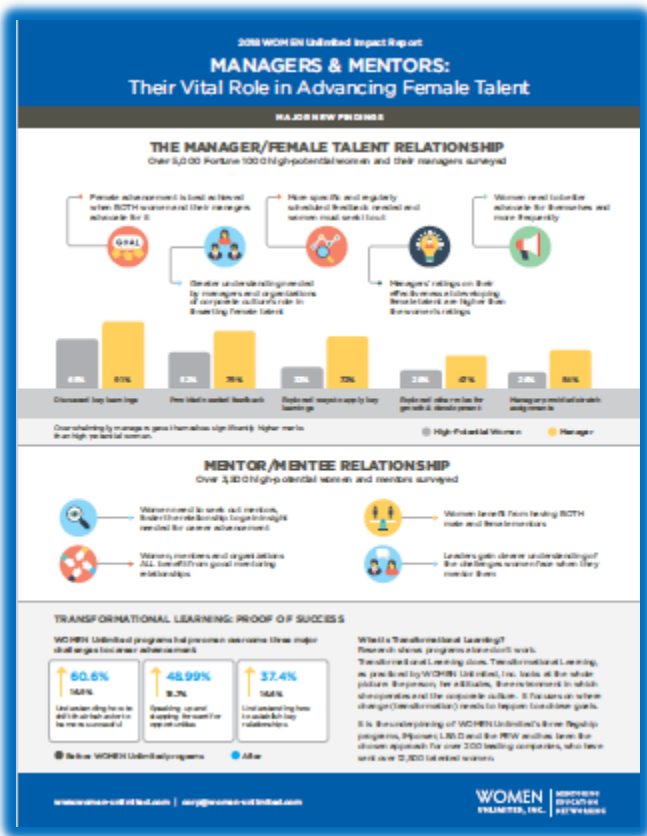
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Created as a summary of
[2016 Impact Report](#)

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Created as a summary of [2018 Impact Report](#)

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