



## Corporate Partner Ideas and Insights Newsletters

**WOMEN UNLIMITED, INC.** | MENTORING EDUCATION NETWORKING

**WUI | Partnering for Parity**  
*Ideas & Insights for Leading Companies*

**Things You Should Know**

This resource was created specifically for our valued corporate partners to provide relevant resources that make you more successful. Each link shared will include how ideas and best practices to consider for your organization.

**A Look Back - Where We Started**

Twenty-five years ago, WOMEN Unlimited launched our first LEAD program. Since then we are proud and honored that many organizations have enjoyed outstanding results as we work together to create partnerships for parity. The scope of these efforts span over 13,000 successful alumnae... over 700 high-potential women participating in programs annually... over 200 corporate partners from global organizations... thousands of managers increasing their support of the talented women on their teams. It also includes hundreds of mentors, women and men, providing career advice and insights for female talent... our ongoing body of research on gender parity... scores of articles, blogs and reports sharing proven insights on how to attract, develop and retain female talent.

One of the WOMEN Unlimited "rules" that is shared in our programs is, "Don't Do It Alone." This means to understand the true value of learning from others - being an open-minded, "learning leader" who seeks to learn new thoughts and ideas from others. To that end, we will share some of our most valuable tools and tips with you in this inaugural Corporate Partner resource.

We are excited to look to the future, partnering for parity with leading companies like yours!

**WOMEN UNLIMITED, INC.**  
CELEBRATING **25 YEARS** OF CREATING PARTNERSHIPS FOR PARITY  
Developing Leaders Who Deliver Results

**2019 FIRST issue**

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This resource is created to provide new ideas and insights to consider for your organization.

We look forward to our continued partnership in your 2020 talent development initiatives.

**Happy New Year!**

**Let's Start at the Very Beginning**

**Chief Learning Office Magazine**  
bases WOMEN Unlimited CEO & President about the importance of investing in early career development for women.

A recent NACE study of more than 3,000 women found that early development of leadership skills boosted women's confidence and competence. Eighty percent of respondents to the study believe that the most important time to support a woman's career development is in her 20s.

In my years working with major organizations, I've found that budgets for female talent development are usually allocated to the mid-career level. As a result, it's needed and wanted because that's where organizations see a large drain of female talent. However, the need to start earlier is undeniable. As the NACE study shows, by mid-career women have formulated points of view about themselves and their organizations that are often hard to undo.\*

**Let's Start at the Very Beginning**  
Chief Learning Office Magazine  
(December 10, 2019)

[Read the full CLO article](#)

**2020 Q1 issue**

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As I reflect on all the changes over the past month, I am filled with gratitude - not for the circumstances that have caused this disruption, but for the strength of our partnership. I am grateful for the strength of our partnership. It has helped us in the quality of your company's leadership and its commitment to creating environments for women to grow their leadership capabilities and advance to even more impactful roles.

A recent *Wall Street Journal* article highlighted that the two most important traits for leaders right now are "tolerance for ambiguity" and "adaptability." To that end, we have reimagined all of our in-person programs to deliver a very successful virtual learning experience which will enable participants to lead through these challenging times. Each of our three components: Mentoring, Education and Networking is still over present in our sessions. The feedback we've received in those first few weeks has been phenomenal. We've heard from managers, mentors and women participants who are gaining firsthand experience in navigating uncertainty through demonstrating their agility and adaptability.

\* Everyone is learning new ways to work effectively. And we know people react to stress and situations like this very differently. I agree with the comments below: now is a time this group can really learn to emulate and exhibit many of these leadership lessons. This is where true leadership helps people and organizations continue moving forward. \*

Shared by a senior leadership coach

WOMEN Unlimited has always focused on providing women with a safe environment to grow as leaders. In this time, we are dedicated to helping women identify how they continue to be effective in new and changing environments.

Rosha Raccipoli, CEO & President

**2020 Q2 issue**

**WOMEN UNLIMITED, INC.** | MENTORING EDUCATION NETWORKING

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**The way forward** As we step into new ways of doing business, we are honored to continue to work with your organization. The commitment to developing female talent, especially now, speaks to your corporate values and the critical growth that is needed to strengthen both morale and talent.

While our programs are currently not in-person, our safe learning space makes this leadership journey very personal. It allows deep and dynamic discussions about leading in times of ambiguity. Our participants are learning many ways to become adaptable, strategic and comfortable with risk as new paths of doing business are forged.

"I am really excited about recharging with this group from all industries! This program is a highlight during this trying WJJI environment."

"Being able to focus on my own leadership skills truly is a gift right now!"

**2020 Q3 issue**