

IMPACT REPORT

2021 | LOOKING BACK TO LOOK FORWARD

Building Inclusive Corporate Cultures
through Competencies and Collaboration

This infographic conveys the leadership growth of women who participated in a WOMEN Unlimited development experience before and during the pandemic as observed and rated by themselves, their Managers and their Mentors.

Survey results confirmed that when women focused on both Competencies and Collaborations, along with internal organization support, they *not only survived this period of disruption, they thrived—a win-win for their organizations.*

ADAPTABILITY

The ability to be flexible in handling change and easily adjust focus and demeanor to match shifting demands of different situations.



KEY FINDING PARTICIPANTS SURVEYED

The women rating themselves as “highly skilled” in Adaptability nearly tripled, going from 15% to 41%.



KEY FINDING MANAGERS SURVEYED

Managers who rated their program participants as “highly skilled” at adaptability more than doubled, going from 14% to 29%.



MENTORS

“They quickly set up new ways to work with their team and saw the opportunity to gain more time in their day (no commutes, no drop-ins) and to be more strategic in their thinking.”



TOLERANCE FOR AMBIGUITY

The ability to work in conditions of uncertainty, operate effectively and be comfortable with vague information.



PARTICIPANTS

“I’m able to proceed when ambiguity and vague information are part of the equation.”



MANAGERS

“She’s very flexible in dealing with partial information and uncertain environments.”



KEY FINDING MENTORS SURVEYED

Mentors found that their mentees moved from only 2% being “highly skilled” in tolerating ambiguity to 30%.

RISK TAKING

The ability to make a decision or begin a task involving a challenge or a desirable goal in which there is a lack of certainty and potential of failure.



KEY FINDING PARTICIPANTS SURVEYED

The women rating themselves as “highly skilled” at risk taking more than quadrupled, going from 4% to 18%.



KEY FINDING MANAGERS SURVEYED

Managers who rated their program participants as “highly skilled” at risk taking increased almost sixfold, going from 4% to 25%.



MENTORS

“I’ve selectively advised participants to have the trust and courage to take specific risks. They have largely taken my advice, and it has worked out well for them.”



OPENNESS TO DIFFERENCES

The ability to have an open mindset, embrace new ideas and experiences, and different ways of seeing things.



PARTICIPANTS

“I am leading a very diverse team now - in thought, approach, and background. That has taught me to value differences and leverage them to impact the business.”



MANAGERS

“She has a much better understanding of other parts of our business and their drivers. She has learned to integrate each of those viewpoints to better our outcomes.”



KEY FINDING MENTORS SURVEYED

Mentors found that their mentees moved from 10% being “highly skilled” at openness to differences to 50%. A fivefold change.

BUILDING EFFECTIVE TEAMS

The ability to direct work, drive engagement, collaborate with team members with diverse skills and perspectives, and create strategy that motivates others to action.



PARTICIPANTS

“I was very successful this year in my new role to build an effective team by ensuring I provided a safe environment for all to collaborate and brainstorm solutions to challenges.”



KEY FINDING MANAGERS SURVEYED

Managers who rated their program participants as “highly skilled” at building effective teams more than doubled, going from 16% to 40%.



KEY FINDING MENTORS SURVEYED

The mentors who found their mentees “highly skilled” at building effective teams quintupled, going from 6% to 30%.

WUI partners with over 200 leading corporations who are committed to achieving inclusiveness objectives. This data provides corporations with a clearer roadmap for five competencies that can improve both leadership effectiveness and organizational inclusiveness.

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