

THE VITAL ROLE OF MANAGERS IN ADVANCING FEMALE TALENT

The need to meet talent retention goals and create a culture of inclusiveness has never been greater.

We know what works. WOMEN Unlimited Inc.'s development experiences engage the managers of program participants from the beginning.

The net? Managers gain specific ideas and success strategies for developing and retaining women. In return, they learn new ways to create pathways of success for female talent.

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KEY FINDINGS



The Manager/Female Talent Relationship

Over 5,000 Fortune 1000 high-potential women and their managers surveyed

- Female advancement is best achieved when BOTH women and their managers advocate for it
- Greater understanding needed by managers and organizations of corporate culture's role in thwarting female talent
- More specific and regularly scheduled feedback needed and women must seek it out
- Female leaders need to better advocate for themselves and more frequently

How Managers Can Move the Needle of Inclusiveness

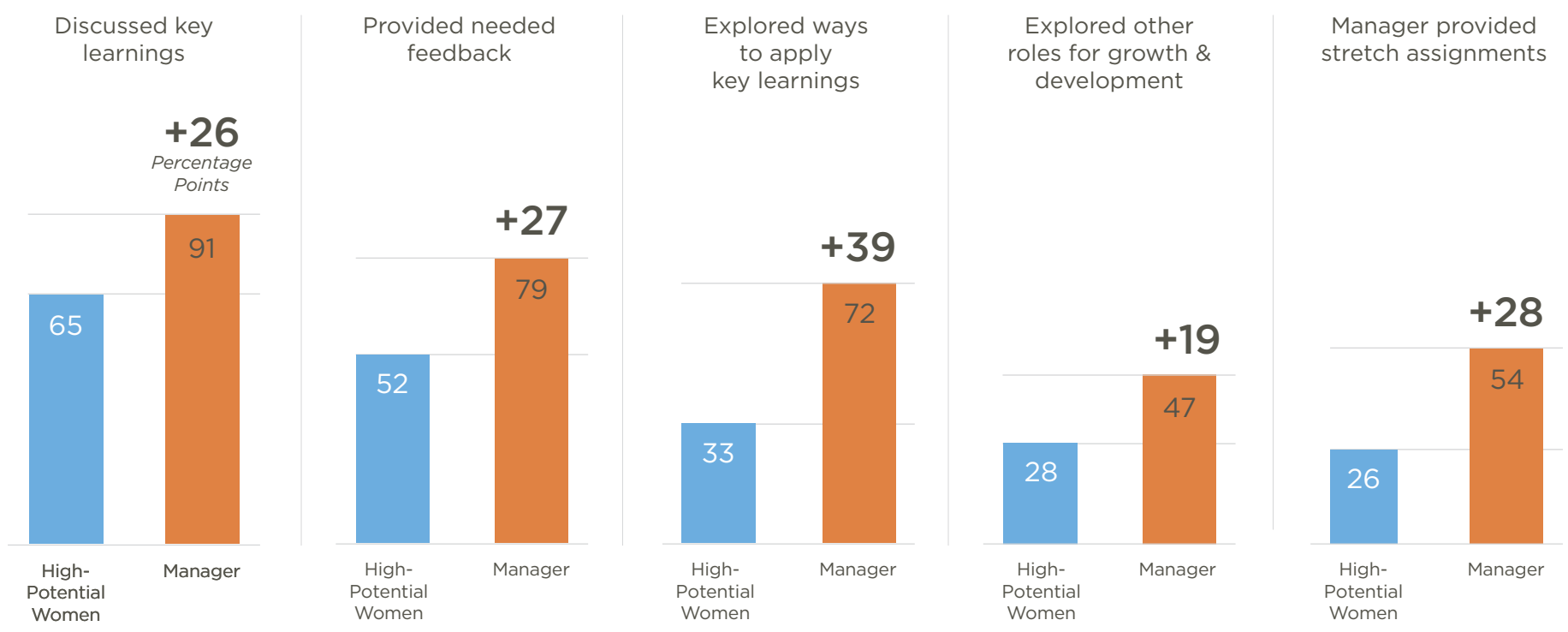
A Quick Checklist

- Provide more straightforward feedback
- Place more women in P&L roles early in their careers
- Offer stretch assignments to women
- Develop greater understanding of the obstacles women face
- Move from unconscious bias to conscious inclusion
- Help women become more visible to those who matter
- Encourage women to develop a more corporate-wide perspective



Success Strategies That Work

The Reality? Managers rated their effectiveness at developing female talent - using these proven strategies - higher than their direct reports rated them.



HOW MANAGERS RATED THEIR PARTICIPANTS AS A RESULT OF A WUI DEVELOPMENT EXPERIENCE

6X only 4% being "highly skilled" at **RISK TAKING** to 25%...an improvement of more than sixfold.

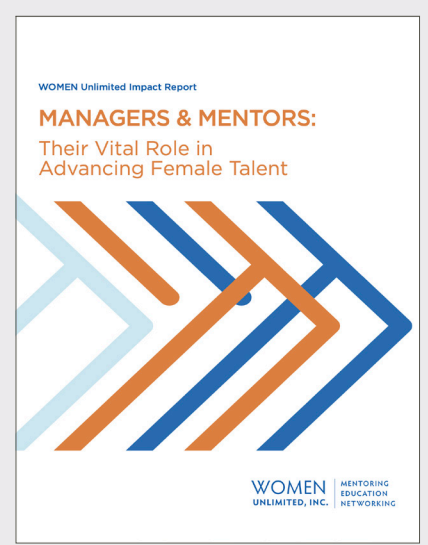
2X only 16% being "highly skilled" in **BUILDING EFFECTIVE TEAMS** to 40%...an improvement of more than double.

[Learn More about the Manager Experience](#)

RESOURCES FOR DEVELOPING LEADERS WHO DELIVER RESULTS



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Changes that Work Managers in Their Own Words

“High-potential women need multiple champions and sponsors across the organization.”

“I have a better understanding of the unique challenges that female colleagues face and how a manager can aggravate or alleviate them.”

“I learned about things I can look for to ensure I am fully supportive and aware of unique differences and biases that exist in the workplace.”