

## Developing Careers: *Advocating for Your Team*

This two-hour, virtual instructor-led training is the fifth module in the *Leading With Inclusion* suite. This engaging module highlights the importance of advocating for team members as a way to positively influence their career progression. Participants will learn ways in which they can be more inclusive as they think about career opportunities, advocacy, and the development of team members.

### EMERGING LEADERS WILL GAIN:

- An awareness of the “like likes like” phenomenon
- The ability to define inclusion and diversity
- Strategies for how to think more inclusively as it pertains to career development of direct reports
- A firm grasp of the competencies of an inclusive leader
- An understanding of Catalyst research findings and their significance in day-to-day work

### THE ORGANIZATION WILL BENEFIT FROM:

- Teams and individuals who are more inclusive
- Increased retention, team citizenship, satisfaction, and contribution
- Empowered managers
- Greater engagement and workforce participation
- A better place to work

### UNIQUE PARTICIPANT FEATURES:

This course highlights the “like likes like” phenomenon which suggests that leaders have a tendency to hire, promote, and advocate for employees who are like them in some way, which often creates a structural bias in organizations. There are breakout groups to discuss the unwritten rules of the organization, and how those who feel “othered” are often less likely to learn those rules, which produces a barrier to their progression. Participants gather strategies to be more inclusive, utilizing the EACH mindset, and shifting their mindset from coaching to advocacy.



## PARTICIPANTS WILL BE ABLE TO:

- Articulate the competencies of an inclusive leader
- Elevate the visibility of team members who may be overlooked
- Decrease the feeling of “otherness” in direct reports so their engagement and performance increases
- Explore un/conscious bias as it relates to career progression



### DURATION:

This course has a 2-hour VILT agenda

### TARGET AUDIENCE:

Emerging managers, first level managers, mid-level managers



### CLASS SIZE:

This course is designed for up to 25 participants

AVAILABLE LANGUAGE:  
English



## ABOUT CATALYST

Catalyst’s pioneering research, tools and services, special events, and recognition programs are designed to support organizations and individual leaders in the creation of inclusive workplaces where all talent can thrive. Catalyst raises awareness of how diversity benefits today’s global businesses, and provides guidance on how to enact real change.

Founded in 1962, Catalyst is the leading nonprofit organization expanding opportunities for women and business. With operations in the United States, Canada, Europe, India, Australia, and Japan, and more than 800 member organizations, Catalyst is the trusted resource for research, information, and advice about women at work. Catalyst annually honors exemplary organizational initiatives that promote women’s advancement with the Catalyst Award.

More information can be found at [Catalyst.org](http://Catalyst.org).



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