RUTGERS

School of Management
and Labor Relations

LEADERSHIP, EQUITY, AND DIVERSITY EDUCATION (LEADE)

PROFESSIONAL DEVELOPMENT BROUGHT TO YOU BY THE
RUTGERS CENTER FOR WOMEN AND WORK

Rutgers School of Management and Labor Relations:

Rutgers' School of Management and Labor Relations (SMLR) is the leading source of expertise on the world of work, building effective and sustainable organizations, and the changing employment relationship. The school is comprised of two departments—one focused on all aspects of strategic human resource management and the other dedicated to the social science specialties related to labor studies and employment relations—with faculty from a wide variety of disciplinary backgrounds.

Center for Women and Work

The Center for Women and Work is a leader in research, education, and programs that promote economic and social equity for women workers, their families, and their communities. As part of our multi-faceted research and policy work, Center for Women and Work (CWW):

- Addresses women's advancement in the workplace, from the classroom to the boardroom
- Conducts cutting-edge research on successful public and workplace policies
- Provides technical assistance and training programs on issues of equity, diversity, and inclusion to educators, industry partners, and government agencies
- Engages issues that directly affect the living standards of New Jersey's and the nation's working families

Organizational Capacity

Most of our professional development and training services focus on the needs of working women by conducting research and education programs for students and experienced professionals. With combined expertise from our faculty and industry partners we collaborate to provide programs that will develop women leaders from the classroom to the boardroom. All programs are designed to meet the specific needs of our partners

Overview of Program Topics

DIVERSITY, EQUITY, AND INCLUSION:

Diversity and Inclusion Concepts
This session explains what "diversity" encompasses in the US and the considerations used in determining the relevant concerns in this country and abroad. We will discuss the changing population demographics and associated effects on workforce and customer/client diversity, as well as the individual and organizational benefits of diversity and inclusion.

Understanding Implicit Bias
In this workshop participants will learn about implicit (or unconscious) bias, how it works and where it comes from. We will discuss the impact that implicit bias can have on individuals and institutions and talk about strategies for mitigating bias. Additional topics will include increasing bias literacy and factors that promote more inclusive workplaces.

Micro-Messaging: How the Little Things Make All the Difference
A research-based workshop that addresses gender and culturally based implicit biases that are manifested through "micromessages," which includes how looks, gestures, tone of voice, or the framing of feedback shape our culture, our workplaces, and individuals. Participants will learn about the cumulative effect of microaggressions in the workplace, and how to counterbalance them with more affirmative and inclusive language and practices.

The Cultural Competence Continuum
Cultural competency refers to one's ability to work effectively across cultures. This workshop is designed to help individuals and organizations take the first step towards creating culturally responsive workplaces by introducing them to the six stages of the cultural competence continuum. Our facilitator(s) will help participants examine specific workplace issues through the lens of this continuum and talk about strategies for increasing individual and organizational cultural competency.

Leadership for Change: Becoming a Change Agent in Your Firm
This session provides resources and strategies that are designed to increase participants' knowledge of best practices in transformational leadership and change agency. We will facilitate guided learning experiences that help change agents understand how to build coalitions within groups and between groups, establish areas of common interest, and then begin to move forward as a more cohesive unit.

WOMEN'S LEADERSHIP DEVELOPMENT:

Exploring Women's Leadership
This module introduces general concepts of leadership development, particularly as they relate to specific challenges women face in their careers. Participants will review skills, strategies and techniques that help lead to personal and professional success, including the role of mentors, sponsors, and advocates. They will begin mapping leadership paths, discuss organizational and societal barriers, and examine the role of women in management.

Negotiation Skills for Women
The theory of negotiation skills, and perceived success, normally tends to build on masculine traits. The gender-gap gets reflected in several outcomes, from recognition to pay gaps that continue to exist. This session will focus on the basic theory of negotiation, key terminology, and typical pitfalls as well as strategies to avoid them.

Male Champions for Gender Equity: The Role of Men in Advancing Women's Leadership
In this workshop participants will assess the business case for gender equity and the need for male champions at work. We will cover the impact of male mentors and sponsors on women's professional advancement, as well as how to identify and implement gender inclusive behaviors/practices within one's own spheres of influence.

GENERAL LEADERSHIP DEVELOPMENT:

Personal Branding and Networking
In this workshop participants will learn about building a personal brand to help them advance their careers, ensuring their career goals are in alignment with their brand, and how to network effectively based on their goals. Participants will use various processes, engage in hands on exercises, and will take their approach through the lens of an "intrapreneur".

Overcoming Imposter Syndrome
The idea of "imposter syndrome" has been making its way into our collective consciousness over the past few years. In this workshop participants will learn about the symptoms of imposter syndrome, who is most likely to be affected by it, how it plays out in the workplace, and strategies for overcoming it.

Social Networks for Career Advancement
In this session participants will explore the intricacies of social network dynamics and their impact on leadership development. They will learn how to apply the principles of organizational network analysis to leadership roles and career paths, as well as how to take stock of the social capital in their networks.

Effective Communication for Leadership
This training is designed to introduce the basic elements of effective communication and help participants understand how becoming better listeners can improve their ability to provide constructive feedback in the workplace. The session will integrate small group activities and discussions to keep participants engaged in the process of active listening and demonstrating understanding.

WORKPLACE POLICY CONSIDERATIONS:

Work-Life in an Innovation Economy
This session provides an in-depth look at work-life issues in our hyper-competitive economy through the lens of women leaders. Participants will explore the concepts of work-life "balance", "conflict" and "integration", as well as the impact of generational differences on approaches to work-life issues. Lastly, they will explore the role of organizational leaders in supporting work and life.

Solutions for Reducing the Gender Pay Gap
This workshop is designed to help participants identify factors that contribute to the pay gap and understand how gender pay disparities affect women, families, and communities at large. We will discuss the federal/state laws that govern equal pay, as well as current data trends on the pay gap across various industries. We will also examine strategies to assess compensation practices at their institution and identify resources to help ensure compliance and equity.

Sexual Harassment in the Age of #MeToo
Participants in this workshop will learn how to define sexual harassment and examine how it enables a harmful work environment, as well as identify risk factors for the most vulnerable populations. Our discussion will focus on how institutional and societal norms/values contribute to positive or negative workplace cultures, thus creating unsafe conditions. We will talk about how to develop strategies for creating a culture that goes beyond compliance starting with upper level management and creating a lasting effect throughout every level in our institutions.

A customized approach:

Don't see what you are looking for? Do you have an idea for an offering that is not listed here? Our staff can work with you to develop custom resources, workshops, activities, and technical assistance to meet your individual needs. We will work directly with your staff to customize all aspects of scheduling, content delivery, program implementation, and beyond. Contact us for more information.

For more information:

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