



ThrivingTalent



Diversity, Equity and Inclusion Solutions for International Women's Day 2023

Following the global campaign theme [#EmbraceEquity](#)

When your people thrive Your business thrives

We help you to achieve your I&D goals and unleash your organisation's potential.

We do this by putting partnership and people at the heart of everything we do. We provide thought leadership and create programmes that energise, empower and inspire people.

**Deadline for securing Thriving Talent for your event is
31st January 2023!**

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www.thrivingtalent.solutions



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at your IWD event

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If you would also like this opportunity to start overcoming the biggest barrier to advancing women, then please contact us so we can advise you on how to implement [**Caring and Career**](#); so your talent don't have to choose between a caring role and their career!



Topics for your IWD events

 All employees and managers

 90-120 minutes



Diversity, Equity & Inclusion

Fundamentals of IDEA

Learn about Inclusion, Diversity, Equity and Accessibility and the intersection with business objectives.

Inclusion in Action

Increase awareness of implicit bias and practice increasing equity and inclusion custom made business scenarios.
(Virtual 2x2 hours / On site 4 hours)

Becoming Gender Fluent

Understand the gender differences with respect to life stages and the way this impacts careers, and learn to manage these differences competently.

Inclusive Leadership 101

Using an Inclusive Leadership model, explore behaviours and tools, and how this topic connects to the business.



Advancing Women

Courageous Conversations

Empowering and being empowered to ask for what you need for success at work and at home.

Banishing Imposter Syndrome

What is it, how does it show up, how does it impact you, and what can you do to banish it.

Networking & Visibility

Being visible and increasing your sphere of influence, especially in a hybrid and changing work environment.

Becoming & Being an Ally

Understanding why allies are needed, now more than ever, and how to become an effective ally.



Caring & Career

Fuel your Pipeline of Talent

Equip yourself with top tips and best practices, to engage and retain talent, by enabling Caring and Career.

Managing Boundaries

Clarify your priorities and non-negotiables, so that you can set and honour your boundaries, to build resilience.

Work Life Brilliance

Practical strategies on successfully balancing professional aspirations and personal commitments.

Fathering Success

Exploring the impact of fatherhood on career, hidden pressures, and how to create a supportive environment.



Team Development

Moments that Matter

Navigating life transitions with clarity, conviction & confidence is key to the engagement and retention of teams. Equip leaders with best practices.

Increasing Psychological Safety: The Leader's Toolkit

Best practices that create psychological safety and increase team health and effectiveness.

Mental & Emotional Fitness

Respond to life's challenges with a positive, growth perspective rather than negative mindset, using Positive Intelligence (PQ).

Managing Hybrid Teams

Best practices on managing hybrid teams inclusively, exploring the tools to support employees and manage a combination of remote and office-based employees.



Speakers or Panel Moderators

Are you organizing a company event, panel or conference for International Women's Day?

Here are some of the topics that Thriving Talent is uniquely qualified to speak to and discuss at your event:

- Equity, Diversity and Inclusion
- Inclusive Leadership
- Advancing Women in the Workplace
- Working Parents & Carers
- High Performing Teams

Our presentations and engagements are always adapted to the meeting's context and audience.

Companies we have previously supported

CREDIT SUISSE 


WIPO
WORLD
INTELLECTUAL PROPERTY
ORGANIZATION


IATA


EY
Building a better
working world


oerlikon


AGCO

 LEAD NETWORK
Leading Executives Advancing Diversity


WIT
WOMEN IN TRAVEL RETAIL

 HBA
Healthcare
Businesswomen's
Association


Advance
GENDER EQUALITY IN BUSINESS

Booking a webinar or workshop



STEP 1: DISCOVERY CONVERSATION

We listen to understand your aspirations, challenges and needs and to help you understand our solutions and process.

2

STEP 2: PROPOSAL

Based on the scope and budget discussed, we present your defined needs and proposed solutions to your decision makers to build trust and buy-in.

3

STEP 3: TAILOR SOLUTIONS TO YOUR NEEDS

We customise the solutions to your audience and needs and assign an expert to lead the session in the language of your choice.

4

STEP 4: DELIVER SESSION

We lead the session and gather feedback from participants to help measure impact and success.

5

STEP 5: THEMES & INSIGHTS

We hold a short debrief to share themes and insights from the session to help inform your DEI strategy and roadmap.

Investment starts from CHF 2,250 for a 90-minute webinar or workshop with 1 facilitator to a package of several sessions with 1-2 facilitators. Speakers and moderator bookings start from CHF 2,000.

Please contact us for details and a customised quote via the [website](#) or by email: getintouch@thrivingtalent.solutions



Mental Fitness Programme Overview

This programme is designed to train and coach your employees on practical ways to identify their 'triggers' and practice mental fitness so they feel empowered, confident and resilient.

During this 7-week programme they will strengthen 3 core muscles at the root of mental fitness:



SABOTEUR INTERCEPTOR

Build self-awareness of which "internal saboteurs" are triggered by stress



SELF-COMMAND

Practice mini mindfulness 'Reps' to rise above stressful thoughts and emotions



SAGE

Activate your "sage" perspective and superpowers

During the programme participants have access to:

- **A 1-hour kick-off call** call at the start of the programme to answer all their questions
- **Placement in an accountability pod of 3-5 participants**, with whom will meet weekly to support one another's progress and stay on track
- 12 months of **access to the Positive Intelligence App, including the GROW content after the initial 7-week programme has ended**
- **Bitesize video lessons** taught by Shirzad Chamine, the founder of Positive Intelligence delivered through the PQ App
- **Weekly 45-minute weekly group coaching sessions** with an accountability Pod scheduled during lunchtime or late afternoon CET
- **An end of programme 1-hour session** on how to continue strengthening their mental fitness after the end of the programme
- Access to the **Positive Intelligence audiobook** inside the app + a **PDF copy of the book**



Mental Fitness Programme - Investment

Length of programme: 7 weeks (with additional content to sustain behaviour change)

Time investment: 3.5 hours per week

- Weekly virtual group coaching call (45 minutes)
- Weekly videos through the Positive Intelligence app (1 hour)
- Daily mental fitness practice (15 mins per day)

Group size: Identify at least 1 cohort of 4-5 people

Investment: CHF 10'000 per cohort

To find out more, please book a call [here](#) to discuss



Mentoring Programme Support

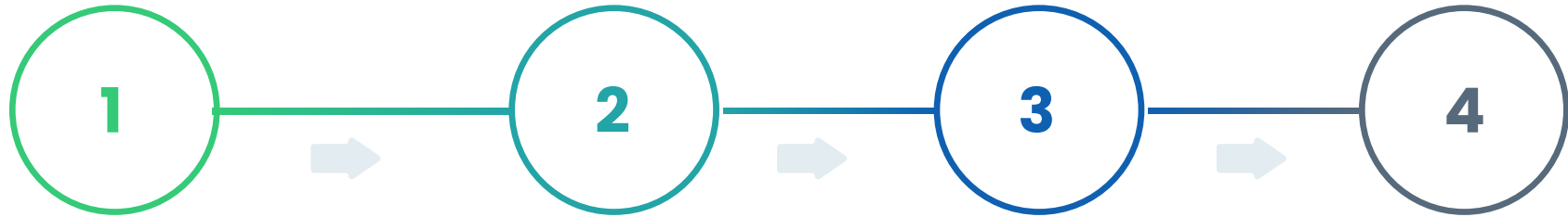
Thriving Talent is well placed to support you in the design, launch and programme management of your Mentoring Programme. Solutions include:

- Programme design and consulting to help you define the approach and communications needed to attract mentors and mentees and effectively match pairs.
- Kick off session design and facilitation to engage your programme participants from the beginning.
- Design surveys and self-assessments to help you measure impact and identify areas of improvement.
- Design and facilitate skill building sessions focussed on topics relevant to the career challenges that mentees face.
- Design mentor/mentee toolkits and meeting agendas to guide the mentoring conversations.

To find out more, please book a call [here](#) to discuss



What are the key phases to a mentoring programme?



Design

- Establish programme outcomes/goals
- Define roles
- Determine internal processes
- Customise communication plan
- Customise mentor training

Nominations & Matching

- Select mentors
- Mentor onboarding interviews & create profiles
- Meet with mentees to define mentoring goals and create profiles
- Match Mentor & Mentee profiles

Implementation

- Train mentors
- Kick off event
- See page 10 to view Mentoring Programme overview example

Evaluation

Assess mentoring effectiveness



What would a mentoring programme look like?



Why invest in a mentoring programme?

Companies today want employees who are engaged, motivated and happy at work. One of the best ways to foster that kind of work culture is by starting an internal mentorship programme.

Mentorship programmes can be instrumental in career advancement, particularly for women, in addition to providing benefits for your business.

According to research from [Development Dimensions International](#), 63% of women have never had a formal mentor and just 56% of organizations have a formal programme in place.

Benefits for Your Business

According to the Association for Talent Development, 44% of CEOs list mentorship programs as one of the three most valuable strategies to advance women into Senior Management. At Goldman Sachs, 70% of women who were mentored by senior leaders (1 leader mentoring 5 women) were promoted to Managing Director roles within five years.

A [Cornell study](#) also found that "Mentoring improves both the promotion and retention of diverse groups. In fact, they help increase promotion and retention rates of minority men and women by 15%-38% compared to non-mentored minorities."



Empower Your Future Programme for female leaders

Over the past four years Thriving Talent has supported a range of clients to introduce coaching and leadership programmes tailored specifically to develop high potential women and strengthen the female talent pipeline, improving diversity at senior levels and bringing more inclusive cultural change.

We designed this programme to remain flexible and impactful. It provides a blend of:

- **Live interactive group sessions**, focused on key themes to allow for questions, coaching and action planning. Guest speakers will join throughout the program. All sessions are recorded and shared for those not able to attend the live webinars.
- **E-learning**: several video lessons and resources available through the Thrive Online e-learning platform.
- A **WhatsApp group** to stay connected with the other participants during the program and to encourage exchanges with each other and the program leaders.
- **One-to-one coaching**: participants choose their certified leadership coach to challenge, champion and hold them accountable to their goals in 3 hours of coaching sessions (plus communication/homework in between).
- An **accountability pod** to share with in a smaller group as they work through the exercises, and hold each other accountable while championing and challenging each other.
- **Dedicated interactive sessions with the managers**: Manager support and accountability: The managers are an important part of the program's success in supporting your career aspirations. The three dedicated interactive sessions prepare them for the 3-way meeting with the coach and their ongoing role as a champion for the participants.



Our approach



Female Participants:

We help you define the criteria to identify participants, manage the onboarding to the program and accompany the participants with our leadership trainers & resilience experts.



Coaching:

We encourage participants to have a Coach during the programme, to deepen the learning.

Coaches can be provided through Thriving Talent if required.



Engaging Managers:

Managers play a key role in the success of the impact of the program. We ensure Managers are fully involved in the programme and feel best equipped to support participants and be allies of change.

Read more about how [JTI Bangladesh](#) used the programme to advance women in their business.

