

# Consulting Services

Moving people beyond their limitations  
to create a sustainable world

The Institute for Women's Leadership provides leadership training and consulting to women and men seeking to affect breakthrough change within their organizations. Our work empowers people to produce unprecedented results quickly. Our belief is that increasing diversity in the workplace exponentially improves an organization's ability to innovate, collaborate and improve performance. We are committed to the full partnership of men and women in leadership to create a sustainable world.

## Consulting Offers

The IWL Consulting Group provides a broad range of services that are customized for each client's specific needs. Our solutions address business challenges and organizational performance.

- **High Performance Culture Shift** – This a comprehensive, collaborative and highly participatory process to shift your company's culture. We examine the culture's inherited way of operating and interacting and then work with you to create a new culture that is tightly tied to your business strategy. This approach will immediately impact your goals and bottom line results. By shifting your culture to one of High Performance you will realize not only greater success in the marketplace but greater employee satisfaction and retention.

*"Through IWL's consulting we made the important discovery how to separate, and yet integrate, our leadership and management teams. This will allow us to achieve unprecedented growth and profitability."*

Michael McHugh,  
Vice President of Strategic Planning and Business Development,  
Teva Pharmaceuticals

- **Women's Leadership Initiative** – IWL will work with you to launch or "turbo-charge" your women's initiative. Our belief that empowering women leaders within an organization will contribute to extraordinary business results is the heart of our work. We will work with you to see where the culture of your organization might be limiting the ability of women to make their full contribution. We will then partner with you to create sustainable, collaborative solutions that will shift the individual and organizational context to create a new, more competitive and more profitable empowered workforce.
- **High Performance Project/Team** – We will apply IWL's reliable methodology to produce unprecedented results and dramatically improve team performance on either a single project or with a cross-functional team. This process will uncover and address your team's key issues and challenges. Our approach includes real-time application of High Performance skills to existing business deliverables so you immediately impact performance and begin practices for sustainability.

## Transforming the way business is done.

IWL's unique methodology, Contextual Leadership delivers extraordinary results. With this methodology we do not focus on changing the structure and process of the current system; instead we shift the context from which the system operates.

*"[IWL] has helped me shift our organizational context from over 75 autonomous organizations competing for business to a single organization committed to serving the HP employees who must deliver unprecedented value to our customers every day. We are galvanized around a common mission and vision and aligned through leadership."*

Susan Burnett,  
VP, Workforce Development and Organizational Effectiveness,  
Hewlett-Packard Company

Most change programs inside of companies don't work because they address content (the knowledge, structure and data in a company) or process (the activities and behaviors), but they never address the context in which both of these elements exist. Because people act based on how they perceive the world around them, we focus on shifting context or perception as the most effective way to enable change. This contextual approach is the foundation on which all of our consulting programs are developed.



Institute for  
Women's Leadership