

Three vertical portrait photographs of women are stacked on the left side of the page. The top photo shows a woman with shoulder-length brown hair, wearing a grey blazer, resting her chin on her hand. The middle photo shows a woman with dark hair, smiling, wearing a dark top. The bottom photo shows a woman with dark hair, wearing a yellow quilted vest over a dark top, sitting at a desk and typing on a keyboard.

## Women of Talent Services

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### CREATING ORGANIZATIONS WHERE WOMEN THRIVE

Given today's workforce demographics and the competition for critical talent, WFD Consulting understands the importance of women's retention, career development and advancement as part of a successful Human Resources strategy. WFD works with leading global companies and professional services firms to create workplaces that effectively use all available talent. A key aspect of our approach is helping organizations remove the barriers that women face so that both women and men can thrive and contribute to business success. We help employers develop effective strategies for attracting, retaining, developing and leveraging women's talent as a competitive business advantage.



## ASSESSMENT AND MEASUREMENT

WFD's assessments help organizations identify and understand the barriers to the retention and advancement of women by using state-of-the-art diagnostic tools and benchmarking studies. WFD designs customized assessments using quantitative and qualitative research techniques built around the goals, timetables and budgets of the client. WFD Consulting also works with clients to develop standards of measurement to track progress and quantify results over time for continuous improvement.

### Organizational Assessment

- Diagnostic profiles of the experiences of senior executive, mid-level and entry-level women
- Talent Retention Assessment™ and exit interviews
- Assessment of key barriers and enablers/success factors for women
- Identification of key gender issues and high leverage areas for action
- External Assessment
- Benchmarking best practices
- Competitive analysis
- Measurement
- Customized measurement systems using company data
- Design of tools and metrics to monitor progress

## STRATEGY DEVELOPMENT

WFD Consulting works with companies to develop innovative solutions and strategies to overcome obstacles to women's retention and advancement. Often, strategies are built on an assessment and include:

- HR policy review
- Recommendations and implementation plans
- Facilitation of women's task forces and senior management planning sessions

## SOLUTIONS

WFD has the breadth and depth of experience and skills to provide organizations with the comprehensive programs and tools they need to capitalize on women's talents. This allows WFD to provide the optimal solutions for our clients. Services include:

- Targeted organizational solutions
- Workplace flexibility program design
- Work-Life and dependent care consulting
- Work innovation/redesign models
- Professional development and networking
- Global and national women's forums, conferences and networking programs, and event management
- Support systems for women in the leadership pipeline
- Succession planning program development
- Executive briefings
- Mentoring systems
- Manager training and coaching on retention and advancement tactics

