

All in for Advancement

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CULTURE CHANGE INITIATIVE

\$15,000 for four individuals from your organization | Open to ten companies

Equitable and inclusive work environments have been proven to foster innovation, positioning these companies to be more competitive for top talent. Most businesses want to create equitable workplaces for women, but far too often, office cultures fall short of being truly inclusive due to both conscious and unconscious behaviors. When female professionals are forced to deal with negative work environments, studies show they are far more likely to depart careers, companies, and industries. And when women leave the workplace, we know it hurts our economy and significantly depletes the talent pool.

These issues have never been more prominent than they are now in the age of #metoo, and with the Greater Boston business community's focus on pay equity and economic opportunity.

To help employers address workplace issues that may be holding female professionals back, the Greater Boston Chamber of Commerce Women's Network and Babson College are pleased to partner on a year-long, custom group leadership program designed to support organizations as they shape and shift their culture towards gender equity and inclusivity.



MISSION

Develop co-ed leaders who will have a positive impact on their office cultures by helping them gain a deeper understanding of gender acumen and inclusion, and provide them with the learning tools needed to achieve inclusivity in the Greater Boston business community.

PROGRAM ELEMENTS

- Curated educational sessions on gender acumen, entrepreneurial behavior and design thinking and stewarding culture change in the workplace, developed and taught by Babson College faculty
- Opportunity and support to launch a scalable pilot effort to support women's inclusion (to be presented to company leadership at the end of the program)
- Peer support and networking within and across companies and industries
- Exposure to exemplar leaders of company culture change efforts
- Tailored group coaching to reach company identified goals through action learning pilot project
- Opportunity to be part of a larger groundswell of support for women in the workforce in Greater Boston

IMPACT/EXPECTED OUTCOMES

- Individual growth through deeper self reflection, mindset and behavioral change
- Actionable solutions to implement within company to advance female professionals
- Enhanced ability for companies to attract and retain world class talent
- Reputational impact for Greater Boston business community to be known for supporting inclusive cultures for female professionals

To be considered for our 2020 cohort, interested companies should request an informational session and submit a statement of interest. Company participants will be accepted on a rolling basis.

WHO SHOULD PARTICIPATE?

We are recruiting companies who are dedicated to supporting culture change from within and have the support of their CEO and senior leadership in championing inclusive cultures. Each company will identify and send three to four staff members to participate. We suggest choosing those participants based on the following criteria.

As your organization determines the three to four individuals who will participate in the program, keep the following description of a culture influencer in mind.

- There should be a mix of genders, functional areas/departments/disciplines, seniority, racial and ethnic backgrounds, and other dimensions of diversity among the participants.
- Organizations should think about who does, or can, influence their office culture, formally or informally. See definition below.
- Focus on staff outside of human resources and diversity and inclusion departments. This is not a program meant for HR/D&I professionals as these employees have already been primed as a part of their job description to be aware of many of the points this program will be teaching. Therefore, the program is targeting employees throughout the organization who can support and reinforce the work of their HR/D&I colleagues. HR/D&I officials' input will be sought throughout the program.
- The program is an opportunity to lead a social innovation project and can be positioned as an opportunity to raise the professional profile of participants.

Ideas for how to identify cultural influencers in your organization:

- Who do you go to for a pulse check for what's happening in the organization?
- Imagine this person left the company or went on vacation – do you see staff looking for that person or keep running into an empty office to seek advice?
- Whose buy-in do you or your managers/business partners seek when starting something new that's NOT the CEO?
- Who organizes informal work events successfully?
- Who do you see staff responding to when there isn't a formal reporting relationship?

Reference: Organization Development & Change, 10th Edition, Thomas G. Cummings, Christopher G. Worley
Organizational Culture and Leadership, 4th edition, E.H. Schein

COMPANY COMMITMENT

- CEO, Boston/MA Office Managing Partner, or local office leadership commits to championing culture to retain and advance women, and, thus, support the organization's participation in this program.
- Support for up to four participants with the time and resources to attend all formal sessions that run from February 2020 – January 2021 and approximately 10-15 hours per month needed to work on the pilot project within the organization.
- Internal supports and resources that are in place for pursuing culture change.
- \$15,000 program fee which includes up to four participants.

2019 PARTICIPANTS

