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## COLUMNIST

### The 3 Essential Ingredients for Advancing Women Leaders

Whether it's the right mentor, the right coach, the right reading materials, or the right class or networking capabilities, be open to using the tools at your disposal.



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Women leaders: There is much you can do to empower yourself to achieve in your career and take leadership in your own life.

We can't always change others' ways of thinking, but we can play a part in inspiring change. The culture is quickly changing, becoming more gender-balanced, generationally rich and culturally diverse.

If you are a corporate leader seeking to balance your leadership team, here are three top recommendations for advancing women in leadership. If you are a woman who wants to elevate yourself, work with your organization to discover what resources are available, or take leadership to create these opportunities for yourself.

Find the right tools. The new advantage for women in leadership is knowing you can empower yourself to achieve in your career and take leadership in your own life - and a large part of that is finding the right tools to help you continue to learn, grow and succeed.

Whether it's the right mentor, the right coach, the right reading materials, or the right class or networking capabilities, be open to using the tools at your disposal.

Encourage executive coaching. Because the dilemmas are still not always safe topics for conversation, the confidentiality of executive coaching and its deeply personal, entirely individualized nature makes it an ideal environment for working through the challenges that inevitably accompany leadership development and taking advantage of the opportunities ahead.

Of course, as executive coaches we're biased here. More than enough evidence suggests executive coaching is an invaluable tool to increasing the presence of women at the corporate executive level.

In our own research at the Leadership Research Institute, we have found executive coaching for executive women has resulted directly in promotions. In one study, over 85% of the female senior-level leaders we have coached were promoted within the first six months of beginning their coaching, and almost all of them advanced within the year.

Offer leadership development programs for women in leadership. Programs that teach the skills and strategies of leadership provide the opportunity for learning and discussion about the challenges facing women and men in the workplace. The challenges are critical for all aspiring leaders to understand - not just for women.

Leadership development programs can be part of a comprehensive strategy that companies adopt to integrate the development of talented leaders with the goals of their companies to promote their advancement.

Corporate Leaders: When you include all three elements mentioned above in your wheelhouse for advancing talent, and when you commit to balancing your leadership teams with both women and men who are the best, strongest, most talented, most committed leaders, you'll see remarkable results.

Women in Leadership: As you now continue to advance your career, use the above methods to gain knowledge and strategies for supporting women in leadership - starting with yourself.

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