

## TARGET AUDIENCES

Our services are used by organisations across a wide range of sectors – from small and medium-sized enterprises to large corporations – as well as public authorities, universities and research institutes. The target audiences for our services are defined by the respective objectives and may include stakeholders and employees at all levels of the organisation. Whether it is workshops for senior management, presentations for all employees, leadership training for managers or mentoring programmes for high-potential employees, we have the right experts for every requirement.



## FORMATS

We deliver keynotes to large audiences as well as workshops for specific target groups; we design inspiring lunch & learn sessions and short workshops, as well as multi-module training series. From in-house training to comprehensive cross-mentoring programs involving multiple companies, we offer the format that best meets your needs.

Engagement is equally assured online: our experienced trainers work with all major video conferencing platforms and utilise a variety of interactive methods and collaboration tools. Where appropriate, we can support the sustainable transfer of learning into practice through our learning platform, the FLD Online Campus.



Katharina Voigt

Birgit Röschert

Dr. Cornelia Tanzer

Kirsten Rohde

## ABOUT US

For the past 10 years, we have been advocating for greater gender equity in the workplace. We combine the latest scientific insights with a pragmatic, hands-on approach. Delivering tangible benefits to our clients is our highest priority!

Our consultants bring first-hand leadership experience and expertise not only in gender equity, but also in leadership development, organisational development and assessment. We draw on a comprehensive and proven portfolio of methods, always working in a resource-oriented manner and guided by a culture of respect.

Organisations, teams and individual participants gain access to previously untapped potential. Learning and development processes are supported by clear analysis, emotional engagement and targeted feedback.



## FIND US HERE

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Get in touch with us to discuss your requirements. We would be pleased to provide a customised proposal tailored to your organisation's needs.



MIXED LEADERSHIP FOR MORE SUCCESS.

## CORPORATE CULTURE

## AWARENESS FOR (GENDER) EQUITY

Raise awareness & built expertise

## ORGANISATIONAL DEVELOPMENT

Creating Structures and Progresses

## FEMALE EMPOWERMENT

Identifying, connecting and developing female talent

## ORGANISATIONAL DEVELOPMENT

We take a holistic consulting approach that considers processes, structures and organisational culture. Our methodologies are grounded in the latest research on gender equity while remaining practical and results-oriented.

Through our Gender Check, we analyse key processes and organisational structures to assess their gender fairness. Together with you, we develop policies, strategies and processes that foster a forward-looking organisation with a strong commitment to diversity and gender sensitivity. We identify key levers for change and areas for action, evaluate opportunities for improvement and define both quick wins and medium- to long-term measures.



## AWARENESS FOR GENDER EQUITY

“With awareness comes choice.” That is why we are committed to building strong awareness of gender equity within your organisation. Drawing on our expertise, we help organisations challenge prejudice and unconscious biases while building knowledge and understanding. Through differentiated, audience-specific approaches, we demonstrate the relevance and benefits of diversity, equity and inclusion to a wide range of stakeholders.

In this way, we support organisations in creating an inclusive culture that enables more women to take on leadership responsibility and helps to build allies at every level of the organisation.



## FEMALE EMPOWERMENT

We empower women in their professional and personal development and support them through training and coaching programmes throughout their career journey – from emerging talent to senior leadership and executive positions.

The content is tailored to the development stage and specific needs of each target group. A particular focus is often placed on exploring stereotypical role expectations and individual career aspirations. We help women recognise and build on their strengths and encourage them to develop an authentic leadership style that reflects their personality and values.

We also support organisations in identifying, connecting and developing female talent.



## „MIXED LEADERSHIP FOR MORE SUCCESS!“

For more than ten years, we have been Germany's leading experts in supporting companies and organisations in sustainably and holistically increasing the proportion of women in management. Because gender equity is not only fair – it is smart: mixed leadership teams are proven to be more innovative, resilient, adaptable and, ultimately, more successful.

An open organisational culture in which all employees can realise their full potential makes organisations more attractive and actively helps to address skills shortages.

Through forward-thinking organisational development, we support you in creating the structural and procedural foundations for lived gender equity and diversity awareness and embedding them sustainably in HR processes and leadership culture. Together, we create awareness of existing stereotypes and unconscious biases, the benefits of mixed leadership and the most effective levers for advancing gender equity.

Through targeted female empowerment, we enable women to develop their potential and pursue their goals systematically and confidently in order to achieve professional success.



## OUR SERVICES

- Analysis of processes across the employee life cycle using the Gender Check (Fact Check & Culture Check)
- Gender-fair process design, particularly in recruitment, assessment and performance evaluation
- Consulting, design and implementation of leadership models such as shared leadership and part-time leadership
- Design and delivery of mentoring, sponsoring and cross-mentoring programmes
- Behavioural design and nudges to promote greater gender diversity

*“FLD has supported us from the very beginning on our journey towards Diversity & Gender Equality. From the initial assessment and Unconscious Bias Lunch & Learn sessions to Female Empowerment workshops and specialised consulting services, their outstanding expertise combined with an agile, client-centred approach has enabled them to deliver tailored content and solutions in a remarkably short time. Working with FLD is always inspiring, professional and a genuine pleasure.”*

*Dr. Kinga Schumacher  
Head of the Diversity & Gender Equality Working Group, German Research Center for Artificial Intelligence (DFKI)*



## OUR SERVICES

- Workshops for management teams and other target groups on (gender) diversity competence
- Keynote speeches at management conferences and other events
- Lunch & Learn sessions for all employees

Topics:

- Statistics, data and insights on gender equality
- Unconscious bias, allyship, everyday sexism
- Female leadership, male leadership and work-life balance
- Diversity & inclusion
- Consulting on communication strategies

*“The FLD consultants are true experts in their field. Their expertise in gender equality, combined with their extensive leadership experience, makes them invaluable sparring partners.”*

*Brigitte Steuck, Head of Leadership, BSH Hausgeräte GmbH*



## OUR SERVICES

Presentations, training courses, workshops and coaching on:

- Micropolitical career advancement skills
- Personal branding and professional networking
- Power, influence and assertiveness
- Strategic career planning
- Female Leadership
- Stakeholder management
- Executive presence and professional impact
- Dealing with microaggressions and everyday sexism
- Women and menopause in the workplace
- Supporting women's networks

*“Thank you for the inspiring presentation on micropolitics as part of our women@Bosch network. Your open and engaging style, combined with your enthusiasm for the topic, truly resonated with our colleagues and provided them with valuable insights and fresh perspectives for the future.”* Sabrina Lutz, SW Project Lead with UX & agile mindset, Robert Bosch GmbH