



*In-Company Sessions*

# CATALOGUE

Accelerator of Gender Equality in Finance



# INTRODUCTION

***Promoting gender balance is a driver of inclusive leadership and corporate responsibility.***

Gender balance and an inclusive culture are essential for innovation and sustainable growth in the financial sector. These sessions empower employees and leaders to recognize biases, foster psychological safety, and create workplaces where everyone thrives.

# SESSIONS

## Grouped by Audience

### FOR NEWCOMERS

#### How to be an inclusive colleague

Learn about biases, micro-aggressions, and what you can do as a colleague.



### FOR HUMAN RESOURCES

#### Prevent biases in HR processes

Focus on recruitment, promotions, development, reward, and exit.

### FOR MANAGERS

#### Inclusive leadership

Combines unconscious biases, “see something say something,” and psychological safety.



# GENERAL SESSIONS

1

## How to deal with micro-aggressions

As a person or as a company, can focus mainly on sexism, racism, homophobia, or just all forms. Based on exercise

2

## Unconscious Biases for leaders

A session digging into several types of cognitive biases : affinity, confirmation, groupthink, stereotypes...

3

## Inclusive communication

How to write or communicate inclusively, speaking to all. How to avoid mistakes

4

## The business case for an inclusive company in finance

A needed discussion at leadership level : why is this key for our company?

5

## How to bring more psychological safety at work

Practical tips for team leaders to detect lack of psychological safety and improve it

6

## How to deal with office politics

Understand the concept, discover strategies to navigate it as an individual, and to reduce its impact as a leader

# GENERAL SESSIONS

7

## How to be a true ally for gender equality at work

A session to really understand the meaning and necessity of allyship. Lots of practical exercises. Ideally min. 50% men in the session

8

## Non-violent communication: a powerful tool for Inclusion

Understanding the foundations of Nonviolent Communication, with hands-on practice, to turn tensions into dialogue and strengthen your negotiation skills

9

## Intersectionality

A focus on how we are all a combination of multiple identities. Working on gender for instance means understanding the situation of women of different ages, origins and backgrounds

10

## How to deal with daily sexism at work ?

Practical workshop where employees learn how they can react, as witnesses or victims of sexism

11

## Survey Corporate Culture and Career M/F/X : what we can learn from it

A workshop where the results of our survey are shared, and compared to the experience of the group of employees. Focus on "what can we do about this"

12

## Imposter syndrome

A practical workshop to understand what sometimes holds you back, destroys your self-confidence, and with practical tip



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**More Information**  
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