

PODCAST TRANSCRIPT



EPIISODE 127

*Empowering Women Through
Professional Development:
A Catalyst for Change*

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HAPPY EXECUTIVE WOMAN

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### Empowering Women Through Professional Development: A Catalyst for Change

Next in our Women's History Month article series, we will dive into a compelling journey of empowerment and transformation where professional development isn't just a pathway to success...

***It's a revolution in the making.***

Learn how targeted coaching and growth opportunities are unlocking unparalleled potential in women, particularly those of color, reshaping their futures and the fabric of corporate culture.

Join me in today's podcast as we explore the transformative impact of nurturing leadership, fostering inclusivity, and building a thriving environment for all. **We are in the business of building “glass bridges” versus “glass cliffs”.**

*Get inspired* and see how empowering women through professional development creates waves of change across industries.

*See you inside...*

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### **Empowering Women Through Professional Development: A Catalyst for Change**

Women's empowerment through professional development is a beacon of progress and transformation. **This podcast delves into the pivotal role targeted coaching and development opportunities play in enabling women to unlock their full potential, ascend to leadership positions, and foster a more inclusive and nurturing work environment for all.** Companies *must* provide these opportunities, especially for Black and Brown women, who face unique challenges and systemic barriers in the corporate sphere.

#### **Unlocking Potential Through Targeted Coaching**

*Professional development for women is not just about skill enhancement; it's about unlocking the latent potential within each individual.*

#### **Targeted coaching sessions provide:**

- A personalized approach to growth.
- Addressing the unique challenges women face in the corporate sphere.
- Even more critical for Black and Brown women.

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These sessions offer a safe space for women to explore their aspirations, identify their strengths, and develop strategies to overcome obstacles. **This personalized growth path is crucial for building confidence and preparing women for leadership roles.** Especially when being coached by someone *with the same "lived experience."*

The Impact of Development Opportunities

Providing development opportunities for women impacts individuals and the organization.

For women, access to workshops, seminars, and courses tailored to their professional growth means gaining the tools necessary to navigate and succeed in a competitive environment. For organizations, **investing in women's development, particularly for those from underrepresented groups, leads to a more diverse leadership team, which numerous studies have shown to result in better decision-making, increased innovation, and improved financial performance.**

Our company, Relationship Architect Academy LLC, recognizes the importance of creating opportunities and partnering with companies to *build "glass bridges"* rather than *"glass cliffs."* This means providing Black and Brown women with the support and resources they need to succeed in leadership roles, ensuring that they are set up for success and not positioned in roles without adequate support, which can lead to

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failure—a situation often referred to as the "glass cliff."

**Many Black and Brown women have managed to shatter the glass ceiling, only to fall off the glass cliff.** Our initiatives aim to ensure that these women have *solid foundations and networks to rely on, facilitating a smoother transition into leadership and enabling them to make significant contributions to their organizations.*

#### **Testimonials of Transformation from Black and Brown Women**

Company-Sponsored Mentorship Client:

*"When we started working together, I was all over the place. I didn't feel comfortable in my own skin at work, didn't feel like I was being taken seriously, and couldn't figure out how to pull myself out of the funk I was in.*

*Since that first session, I've grown tremendously! I know my worth and understand how to present myself in a way that makes me feel good about the women staring back at me in the mirror. Leadership is taking notice, and I have even stepped up and shown that I am not only willing but capable of taking on lead roles.*

*Thank you so much! I couldn't have done this without you."*

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Company-Sponsored Executive Coaching Client:

"During my review over a year ago, my manager suggested I contact you to see if you had any openings. I had been watching you on LinkedIn and had seen you in person at several events, and I was excited about the prospect of working with you.

You were like the "office auntie" I never had from day one. You worked with me to identify where I was standing in my way, held me accountable, and didn't let me shrink into the background or fall back into old self-sabotaging habits.

You not only pushed me to be the woman I said I wanted to be but also pushed me beyond that and helped me create a "brand" that aligns with the woman I want to be in the corporate space vs. who I allowed others to tell me I was.

I look forward to our continued partnership and moving closer to that promotion this year!"

Private Executive Coaching Client:

"Anita is a professional who provides a clear agenda. She is patient, and her feedback is phenomenal!"

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*So many discoveries were made about myself throughout our sessions. I learned how to stand in my zone of genius, navigate the microaggressions and direct attacks on my person and my work, and "collect ALL of the receipts," which proved my position.*

*I even learned how to acknowledge, understand, and work through my feelings, which helped me move beyond several barriers and be seen and recognized as the leader in my space.*

*I walked away with tools I may have only achieved with her assistance. The knowledge I obtained has allowed me to become the person I was designed to be, freed up my energy, and, as a bonus, ultimately made room for the significant other who is intended for me."*

**These compelling stories from Black and Brown women who have benefited from professional development programs underscore the transformative impact of these initiatives.**

Many recount how such opportunities have advanced their careers and changed how they view themselves and their capabilities. *These testimonials are potent reminders of the ripple effect that empowering one woman can have, inspiring others, and fostering a culture that values diversity and growth.*

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Fostering an Inclusive and Nurturing Work Environment

The benefits of empowering women through professional development extend beyond individual achievements. As more women, particularly Black and Brown women, ascend to leadership positions, they commit to inclusivity and nurturing, essential for a healthy work environment. These leaders often implement policies and practices that support work-life balance, encourage open communication, and promote diversity and inclusion, setting a new standard for a supportive workplace.

The Path Forward

As we look to the future, the need for continued investment in women's professional development, with a particular focus on Black and Brown women, is clear.

Organizations that prioritize these opportunities not only contribute to the advancement of women but also to the creation of a more equitable, diverse, and thriving corporate landscape. The empowerment of women through professional development is not just a catalyst for individual growth but a cornerstone for building organizations where everyone, regardless of gender or race, can thrive.

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In summary, **empowering women via professional development is a transformative journey that benefits the individual participants and reshapes the entire corporate landscape.** It's a testament to the power of targeted support and the positive change that occurs when we invest in the potential of women. As we continue to champion these initiatives, *we pave the way for a future where inclusivity, diversity, and leadership flourish, creating workplaces everyone loves to participate in.*

If you are a Black or Brown woman who understands the benefit of personal development through coaching, I invite you to schedule an Executive Coaching Discovery Call with me today to learn more! You can go to <https://calendly.com/coachanitacharlot/executivecoachingdiscoverycall>

**Next, we will explore the significance of leadership development in crafting compassionate leaders.** Our upcoming article delves into the transformative journey under my guidance at Relationship Architect Academy LLC, where we equip leaders with essential skills to forge deep, meaningful connections with their teams.

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Discover how our unique approach to leadership development promotes a culture where every voice is heard and nurtures a workplace environment that employees are passionate about.

I want you to *stay tuned* to learn about the strategies and insights that help shape compassionate leaders, fostering a corporate culture of inclusivity, respect, and love.

Are you ready to transform your workplace into an environment where every employee feels valued, heard, and engaged? It's time to take the first step toward fostering a culture of compassionate leadership and inclusivity in your organization.

Schedule an Employee Retention Discovery Call with us today to explore how we can partner with your company to cultivate leaders who inspire, connect, and drive positive change.

Visit <https://calendly.com/coachanitacharlot/executivecoachingdiscoverycall> to book your session. **Together, let's create a workplace where employees don't just stay but thrive.** Take advantage of this opportunity to make a lasting impact on your organization's culture and success.

Thank you so much for listening, and *see you in the next episode...*

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### **Empowering Women Through Professional Development: A Catalyst for Change**

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Anita Charlot, an esteemed ForbesBLK personality and Global Woman Award Nominee is a visionary retention strategist in corporate America. With a rich background as a military veteran and the founder of Relationship Architect Academy LLC, Anita is renowned for her R.E.A.L. Talk Conversation series, honored by the Federal Reserve Bank of Chicago.

She transforms corporate cultures, fosters individual and collective growth, and crafting compassionate leaders.

Anita's innovative approach is encapsulated in her mantra, *"They lied to you; business IS personal."*

Committed to reviving the familial bond within workplaces, she aims to make companies a legacy for families, where employees passionately engage in their growth and development.

Anita is dedicated to bringing love back to the workplace, ensuring companies are not just a career choice but a cherished part of personal and family history.