



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.



✧ *In-Company Sessions* FOR ALL COLLEAGUES

- **How to Deal with Micro-aggressions**

Recognise and respond to micro-aggressions, whether witnessed or experienced, and contribute to a more respectful workplace.

- **Intersectionality**

Understand how multiple identities shape experiences at work, and how inclusion efforts must reflect this complexity.

- **How to Deal with Daily Sexism at Work**

A practical workshop on responding effectively to everyday sexism, both as a witness and as a target.

- **Imposter Syndrome**

Identify internal blockers, build confidence and develop strategies to overcome self-doubt.

- **How to be an inclusive colleague**

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

- **How to be a true ally for gender equality at work**

A practical session designed to deepen participants' understanding of what allyship truly means and why it matters. The workshop includes hands-on exercises.



❖❖ *In-Company Sessions* FOR HUMAN RESOURCES

- **How to prevent biases in HR processes**
A HR-specific workshop focusing on HR processes and how to reduce the impact of biases in recruitment, promotions, development, reward and exit
- **Inclusive communication**
Learn how to write and speak inclusively, ensuring all audiences feel represented and respected.
- **Corporate Culture & Career Survey: What We Can Learn**
Explore survey results, compare them to lived experiences and identify actionable improvements in culture and career pathways.
- **Non-Violent Communication (NVC): A Powerful Tool for Inclusion**
Develop conflict-resolution and dialogue-building skills, helping HR foster healthier communication across the organisation.



✧ *In-Company Sessions* FOR MANAGERS

- **Inclusive leadership**

A session that brings together key inclusion skills, understanding unconscious biases, applying the “see something, say something” approach, and fostering psychological safety. Done through highly practical, hands-on exercises.

- **Unconscious Biases for leaders**

A deep dive into affinity bias, confirmation bias, groupthink and more, helping leaders make fairer, more objective decisions.

- **The Business Case for an Inclusive Company in Finance**

A strategic leadership discussion on how inclusion drives innovation, performance and long-term success.

- **How to Bring More Psychological Safety at Work**

Practical tools for managers to detect when psychological safety is lacking and create an open, trusting team culture.

- **How to Deal with Office Politics**

Understand organisational dynamics and learn strategies to navigate and reduce political behaviour as a leader.



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More Information
[Wo.Men in Finance Belgium](https://www.womeninfinance.be)



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