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Status of Women
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Positioning Women for Success – Windsor-Essex

Workforce WindsorEssex and Ronna Hope Warsh have partnered in the execution of a Status of Women Canada funded project entitled Positioning Women for Success – Windsor-Essex.

Workforce WindsorEssex is the local workforce development board, which through research, communication and partnerships, promotes and supports development of the local workforce by identifying current and future opportunities in the region. Ronna Hope Warsh is a seasoned leader who is operating a successful leadership coaching and consulting business.

Workforce WindsorEssex was the recipient of funding in January 2015 from Status of Women Canada under the project theme Advancing Women in Various Sectors through Mentorship/Sponsorship. Positioning Women for Success – Windsor-Essex will examine barriers faced by women in the workplace and how through responsive and relevant programming, employers can address these issues and implement best practices to position their female employees for success. This project is a research-based initiative, which will create responsive programming to the participating organizations and partners to achieve success and position women to gain momentum and reach success. These successes and best practices will be shared, demonstrating a need for attention and serving as an opportunity to start a larger community conversation on women's issues in the workplace. Responsive programming has been designed and developed through a combination of investigative measures to understand existing barriers, challenges faced by women in the workplace, limitations based on organizations policy or practices, successes and organizational best practices, and opportunities for change.

Our project will create workplace champions and develop leadership skills in a minimum of 100 professional women employed by 6 local employer partners. Over the 30-month project duration, Workforce WindsorEssex will work intensively with each Employer Partner for a three month duration to address their needs from both an operation standpoint as well as an employee standpoint. Implementation of a mutually agreed upon program will be delivered by the project team in this three month period. The needs of each organization from a management perspective were identified through one on one interviews with key contacts from each employer partner.

To accurately capture the regional need for leadership opportunities in Windsor-Essex, a local needs assessment has been conducted and released in January 2016 to identify barriers, priorities and opportunities for the advancement of women. Focus groups were held with professional women, partners, stakeholders and steering committee members to gather this information as well as through targeted informational interviews, all efforts and findings contributing to the needs assessment. The full needs assessment report can be found [here](#).

In our last year of the project, a leadership forum will be held, which will be a capstone event. All employer partners, participants, and members of the community will gather to share their experiences, recognize local champions and learn from a well-known influential leader.

We invite you to join with us as we create a broader community conversation about women's leadership development and to share with us as we celebrate the success attained by women throughout our project.

