



**Shared Sisterhood**

AN OPIE CONSULTING GROUP OFFERING



“

We can have unity in diversity and diversity in unity.  
We don't have to be like one another to **enjoy sisterhood.**”

Barbara W. Winder, *Relief Society General President*



**Shared Sisterhood™** is **OCG's flagship methodology** for providing individuals and organizational leaders with specific strategies to tap into their authentic identities, forge deeper relationships across differences and create more equitable and inclusive work environments.





The Shared Sisterhood process works to promote trust, vulnerability, empathy, and risk-taking. With these components in hand, teams are better-equipped to have higher creativity, enhanced team performance and improved organizational leadership.





**Anyone can engage in Shared Sisterhood, regardless of gender or race/ethnicity.**

Shared Sisterhood is offered in a variety of ways including workshops, online conferences, or speaking engagements.

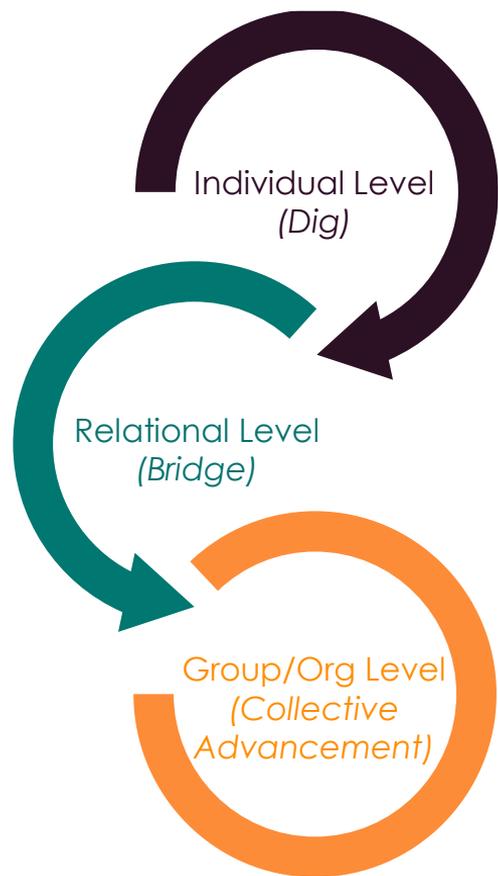




Traditional leadership and power approaches can unwittingly disadvantage or even exclude underrepresented minorities and majority-group women.

We have found that engaging in the Shared Sisterhood process can serve as an antidote by encouraging authentic, emotional interactions among workers so that they may band together across differences to access power at work.





Our **two-phased approach** asks participants to first “dig”- to develop their own abilities to be vulnerable, to trust, to empathize, and to take risks with others before they can interact authentically with their coworkers.

Second, individuals begin to “bridge” and identify how they differ from others **in order to be empathetic and create action plans in pursuit of equity.**





This unique process delivers more depth to counteract the organizational status quo by making relationships and social interactions **less transactional and more authentically reciprocal.**



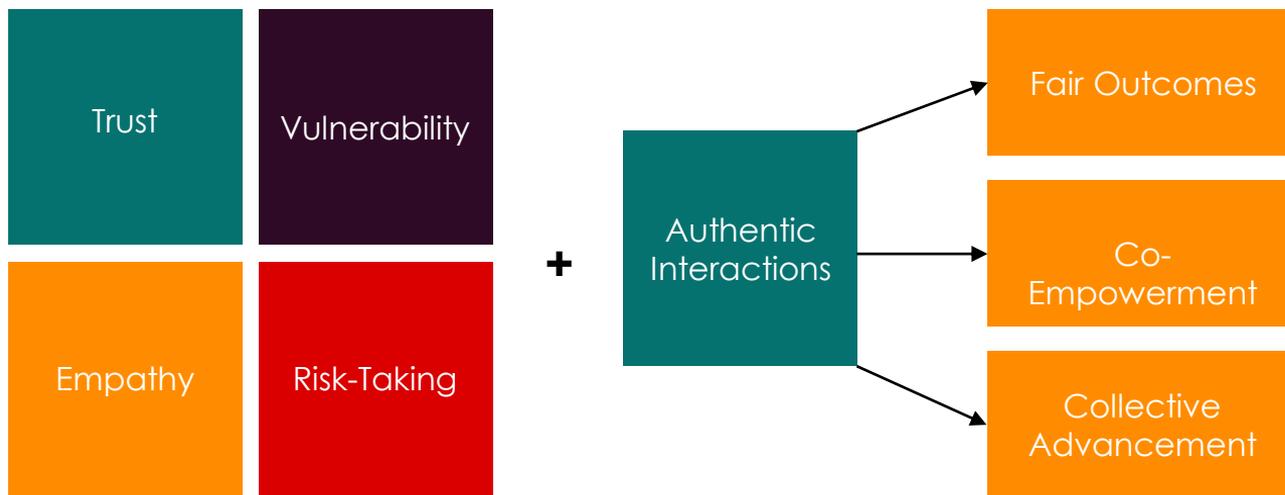
Several studies have shown **authentic emotional interactions positively affect individuals' work well-being**, and workplaces that encourage this are restorative for employees.



When these interactions are reciprocated and aggregated, they form a foundation of **trust from which employees advocate on behalf of organizational goals** that benefit the collective, not just themselves.



## The Pillars of the Shared Sisterhood Process



DIG DOWN DEEP THEN BUILD A BRIDGE





## **The research is clear:**

When workplace cultures become more open to vulnerability



Safety improves



Gender equity expands



Profitability and employee retention increase



# Meet Dr. Tina Opie

Dr. Tina Opie, the founder of OCG brings more than 20 years of experience in strategic management and organizational behavior. An award-winning researcher, consultant and Associate Professor of Management at Babson College, Dr. Opie advises large firms in the financial services, entertainment, media, beauty, educational, and healthcare industries.

As a consultant, she provides organizations with strategic direction on how to create more diverse, inclusive and equitable workplaces. Her consulting work has helped organizations such as **American Express**, **Hulu** and the **NFL**.

Dr. Opie's work has appeared in such outlets as **O Magazine**, **The Washington Post**, **The Boston Globe** and **Harvard Business Review**. She is also a regular commentator on **Harvard Business Review's Women at Work podcast** and **Greater Boston's NPR affiliate** television station **WGBH**. As a thought leader who combines practice and theory, her work has proven to generate high-impact solutions that unleash the power of authenticity in organizations.



# Thank You



Opie Consulting Group



Shared Sisterhood

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