



Heim Group E-Learning Reminders

In the E-Learning trek, we painted the differences between the two gender cultures by reviewing GOAL FOCUS vs. PROCESS FOCUS. Remember, that men are more likely to give you the bottom line first - kill the black skirt! Women are more likely to take you through the process in order to get to the bottom line. Both men and women reach the goal, but in different ways. What drives those different approaches - is based on HIERARCHY vs. FLAT STRUCTURE. **Next time you're in a meeting, listen to those around you and notice the value of both sets of tools.** Tap into the rich diversity and honor the differences.

Key Take-Aways

- Look to understand colleagues who think and communicate differently than you
- Hear messages more accurately and reinterpret intent
- Flex your style *occasionally* to shape messages that resonate for the other person, with their culture in mind
- Work together better **because** of the differences [not in spite of]



**Keep wearing your new gender diversity lenses
to see things more clearly!**