

KLAPSTOEL ACCELERATOR PROGRAM

**BOOSTING GENDER EQUITY AND
ACCELERATING A COMMUNITY OF WOMEN
WHO ARE THE DRIVERS OF CHANGE IN THE
ORGANIZATION THEY WORK IN AND LEAD**



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KLAPSTOEL ACADEMY

Klapstoel Academy works with organizations that are leaders in gender equity and want to train their young female talents in career strategy, conflict management, and the impact of parenthood on one's career. We do that by connecting them to our Klapstoel Seniors to get career advice and consult the organization on building a mindset and culture around gender equity.

KLAPSTOEL ACCELERATOR PROGRAM

We offer a cross-company training program to professionally develop your young female talents and assess, consult, and certify your organization in leading the gender equity movement. The program consists of two parts that can be booked as a package or individually: Klapstoel Academy and Klapstoel Certificate.

KLAPSTOEL ACADEMY

Fifteen Young Female Talents from different companies come together in a module-based 20-week program in which our Klapstoel Seniors train them in career strategy, conflict management, and the impact of (potential) parenthood on one's career.

- Fifteen Young Female Talents between 25-35 years old
- Eleven Klapstoel Seniors
- Cross-company Program
- 8 hours per month for 20 weeks
- Senior Classes, Peer Sessions, One-on-Ones, and VrouwMiBos
- Gender Equity Training for your teams and colleagues

KLAPSTOEL PARTNERS

United in the mission to close the gender career gap



THE MODULES

The module themes are chosen based on research that indicates that these are key moments that have the most impact on the careers of women and thus on your company.

CAREER STRATEGY

We train your Young Female Talents to think strategically about their career and define their next career step. The module's goal is to build confidence about where their career is going and make them part of a professional community that can help them build their career.

CONFLICT MANAGEMENT

We help your Young Female Talents understand how conflict can help the them in their job progression and make them feel equipped to deal with conflict situations. The module aims to build confidence in their ability to solve conflict situations.

PARENTHOOD

Recent research concludes that the entire gender pay gap is attributed to women giving birth and childcare. Let's talk about that! We equip them to plan parenthood (or choose not to) based on their wishes and understand the impact parenthood has on one's career.

THE KLAPSTOEL CERTIFICATE

Becoming Klapstoel Certified means you put words into action and offer and outstanding employee experience to Young Female Talents.

The Klapstoel Certificate is an assessment methodology and business certification standard for gender equity. We will help you set, measure, and achieve your gender equity goals.

We have three certification levels:

- Moving
- Leading
- Golden Klapstoel

What if you are already on a Golden Klapstoel level after the first assessment? We will certify you right away and pay you your money back.

The Klapstoel Certificate is developed and conducted in collaboration with Una Collective, the leading consultancy and R&D company on gender equity.

YOUNG FEMALE TALENTS SAY



MANON KOREVAAR
Neptune Energy

'A life-changing opportunity! I am always up for new things and the program was the perfect chance to develop in my career. The one-on-one coaching sessions with the Seniors were my absolute favorite. They ask you the right questions and open up your mind to start thinking differently. Right from the start, I got the feeling that they gave me the right pointers and really acted as my mentor. My biggest takeaway is that when I open up my mind there are different steps I can take in my career. Although I am 37 and further along in my career, I really enjoyed the program. If I were an employer, I would definitely give this opportunity to my Young Female Talents.'

'The program educated me on my career and allowed me to have honest and open talks with the most amazing women! Each module was very relevant to me and my career goals. I also believe that this is something every business should offer to their Young Female Talents. I spoke with different Seniors and they all made a significant contribution to not only my professional development but also for me personally. I would strongly recommend this to any woman who wants to take their career to the next level.'



JÖRDIS UDEN
Let's Get Digital



LISETTE TIGELAAR
Voys

'The program really took me out of my comfort zone and I had such an awesome experience. The module career strategy was one of my favorites as this topic is something very relevant for me at the moment. I don't have my career mapped out but I know that that is okay. Now, I have been given the tools and connections that will help me take the next steps. The conversations with my Seniors Angelique and Lizzie were extremely helpful. They pay real attention to your needs and listen to what you have to say. Now, I feel part of an empowering community with female peers that will always support me.'

OUR KLAPSTOEL SENIORS



Carola Bos

Vice President CGI
Noord Nederland



Neliëke Wismans

Managing Partner at
HR Interim Search



Karin Loohuis

Solution Activation
Leader at EY



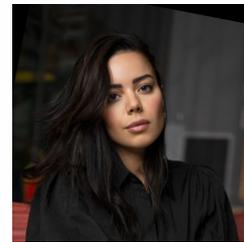
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