

Women in the Middle

A six-week peer circle for women navigating the space between everyone else's needs and their own, before the exhaustion becomes the only constant.

60%

of senior-level women report frequent burnout, the highest level in five years.

McKinsey & LeanIn, Women in the Workplace 2025

70%

of women in senior roles for five years or less report frequent burnout, the newer to leadership, the harder the load.

McKinsey & LeanIn, 2025

Record

gap between women and men leaving senior roles, what McKinsey and LeanIn call "The Great Breakup."

McKinsey & LeanIn, Women in the Workplace

Many of the most capable women in an organization are quietly running out of room, holding everyone else's needs while their own keep getting deferred. Brave Circles gives them a structured, confidential peer cohort to name what the middle actually costs and build a different way of leading it, one focused topic each week.

SIX WEEKS AT A GLANCE

WEEK 1 Naming the Middle What it actually costs to be the one who holds it all, and building trust in the group.	WEEK 2 The Stories We Perform Identifying the fine, capable, always-on roles she's been performing, and where they were learned.	WEEK 3 Boundaries Without Guilt Saying no without unraveling, and separating the boundary from the guilt reaction to it.
WEEK 4 Needs Are Not Negotiable Reclaiming her own list of needs, distinct from everyone else's wants and obligations.	WEEK 5 Support That Isn't Performance Letting people actually help, instead of managing the help she asks for.	WEEK 6 Choosing Differently Turning six weeks of practice into a way of leading her own life, not just her team.

WHY COMPANIES SPONSOR IT

- **Lower attrition risk** among your most capable women, at the exact career stage they most often leave.
- **A visible investment** in women's leadership, at a moment companies are being watched closely on this.
- **No disruption to delivery work.** Sessions run outside client-facing hours with no internal facilitation lift.

Mary Ellen Ball, MPP, ICF PCC

FOUNDER, OPEN DELTA GROUP • FORMER NONPROFIT CEO • DIAGNOSTIC-FIRST

Mary Ellen built Brave Circles on the diagnostic-first approach she brings to executive coaching. She led enterprise-wide leadership development at BDO USA before founding Open Delta Group, and has run two organizations herself as CEO.