

Part II Conclusion

In [Part II](#), we have introduced tested interventions that help diverse teams improve the way they work. Our interventions structure core practices so they work better for women and all team members. They help remove interpersonal chaos and ensure that all members have a voice. They foster a valuing culture that can use feedback well. Our three-pronged attack to retain women in tech is informed by the needs expressed in The @Work Experience Framework. But our solutions are designed to work for the whole team. By focusing on redesigning practices, interpersonal dynamics, and team values; by becoming a reflective self-correcting organization, companies can start to create the type of work experience that women desire. These practices are at the heart of retaining women in tech.

Next, in the Conclusion, we summarize the principles behind our approach to redesigning practices to ensure that women—and everyone—thrives in tech companies.