



TO YOUR LEADERSHIP POTENTIAL

4 Session Curriculum Overview

(Four, Half-Day Sessions)

“ There is an exciting future that is waiting to emerge through us; a future that is connected to our deepest purpose and desires, and in concert with a larger whole. ”

Excerpted from the book *Presence*



STAND UP, SPEAK UP, STEP UP AND WAKEUP TO YOUR LEADERSHIP POTENTIAL

Women's Leadership Program (WLP)

In an era of ongoing, fast-paced change, business professionals are challenged to respond to the complexities of each situation. The need for flexing our communication style while adapting to the expectations of innovation and collaboration are competencies that are essential to the workplace of today. The new reality of power requires that women are confident, able to connect and can create a powerful and engaging story. Participants will have the opportunity to “rehearse” leadership strategies and, as a result they will enhance their leadership potential.

The Women's Leadership Program (WLP) is designed to actively engage women leaders within the organization to enhance the leadership skills and knowledge they have already acquired and to expand their circle of influence throughout the company.

PROGRAM OBJECTIVES

- Learn from and grow by the energy and support of other women;
- Explore your future possibilities and define practical strategies;
- Recharge and reinvigorate to be inspired and confident as you move forward;
- Take action to unleash your long-held dreams to become reality.

OUTCOMES

- Show up with increased confidence and self-awareness;
- Engage with leaders, colleagues and clients more effectively;
- Strengthen relationships to build enduring loyalty;
- Create a leadership development plan;
- Build a more cohesive women's group across the company.



Women's Leadership Program Curriculum

Advance Preparation

- Pre-Program Survey
- Pre Read Packets
- Birkman Assessment

Session 1 Building Team Agility



WHO ARE YOU? *Authenticity & Identity*

Leadership Skill Building: Executive Presence How to Manage Your Career

- Intro and Share Your MementoStory
- Birkman Leadership Exploration DiscussionGroups
- Interests – Career and Goal AssessmentDebrief
- Key Ways to Command the Room
 - Present draft plan of CGA
 - Receive feedback & IDP recommendations
- Women Rising Article Discussion

*Between Session Activity –Identity Workspace Team meetings
Prepare presentation as a team for Session 2 on a Session 1 Topic*

WHAT DO YOU WANT? – *Presentation & Expression*

Leadership Skill Building: Creating & Using Networks How to Manage Your Relationships

- Birkman Leadership Discussion Groups – Strengths/Style
- Identify three areas to actualize strengths – IDP Alignment
- Create a Core Message “I” statement
- Identifying the different types of networks – mentoring, coaching, sponsor, advocate – Three forms of networking
- Networking Assessment
- Reframe Basic Assumptions – Mixed Groups

Between Session Activity –Identity Workspace Teams –Prepare a presentation for Session 3 on 1 of 4 Assumptions/WLP Topics

Session 2 SPEAK UP





Session3 STEP UP



WHERE ARE YOU GOING? *Accountability & Resilience*

Leadership Skill Building: Managing Change Leading Transition

- Birkman Leadership Discussion Groups - Needs and Stress – Birkman Action Plan
- Building Confidence by Managing Your Needs
- Values Assessment
- Making Choices that Work for You
- Accelerating Change and Transition
- Identify Development Actions to Build Leadership Resilience

Between Session Activity – Identity Workspace Teams prepare a closing presentation as a team as well as individually for company leaders and managers

HOW DO YOU GET THERE? *Clarity & Collaboration*

Leadership Skill Building: Crafting a Signature Story

- Story Architecture
- Birkman Insights Reports
- Identity Workspace Teams presentations to leaders
- Individually - Key takeaways from the WLP program to managers
- Closing - Living Up to Our Leadership Potential in the Future
- Program Celebration

Session4 WAKE UP





In Between Sessions

- Identity Workspace Teams are selected during Session 1 based on the Birkman assessment for Follow-Up Work/Peer Coaching.
- Additional Pre-reads, assessments and information in preparation for each session.
- Team presentations are prepared by the participants in advance of Sessions 2, 3 and 4 and shared with the group for feedback on presentation skills.

“ Creating a safe setting—a coaching relationship, a women’s leadership program, a support group of peers in which women can interpret these messages is critical to leadership identity development. ”

HARVARD BUSINESS REVIEW, SEPT. 2013



