

Women in Leadership

by Interaction Associates in Partnership with Innovative Facilitation
DEVELOPING THE DIVERSE STRENGTHS OF WOMEN FOR BUSINESS RESULTS

WHAT *if*... you built your skills in the areas of negotiation, personal brand, networking and sponsorship to advance your career and the capability of the organization?



Are you looking to advance your career as a woman leader?

If you are a woman seeking to advance, this workshop will equip you with the mindset and skills to lead with confidence. Research shows that women bring unique characteristics and capabilities to the leadership challenges they face. To be successful, organizations need to leverage this diversity of leadership: to improve the quality of decision making, provide inspiration and role modeling, and tap into diverse points of view. In addition, having both women and men in leadership roles helps organizations reflect the customers they serve, giving the perspective needed to increase sales and fuel growth.

The **Women in Leadership** program focuses on helping women leaders:

- Understand their unique strengths as well as barriers to success
- Create action plans to overcome systemic barriers and grow their leadership skills with a view to advancing their career
- Learn negotiation skills critical to their career success
- Build a network with other women leaders.

This research-based workshop focuses on the specific needs and capabilities of women—and provides the knowledge and support they need to succeed and contribute added value in their roles as corporate leaders.

BENEFITS FOR THE ORGANIZATION

The looming worldwide leadership shortage means that organizations in which women lag in leadership roles are missing a huge opportunity. Introducing your women leaders to Women in Leadership allows you to shore up your bench strength while leveraging your women leaders' unique strengths to drive strong business results.

- Researchers consistently find a positive correlation between the representation of women in leadership positions and business performance measures, such as market share and return on investment.
- Because women make or influence up to 80 percent of buying decisions, their point of view is critical for companies marketing to consumers. In addition, studies have shown up to double-digit increases in productivity in companies with more women leaders.
- In our current knowledge economy, people are the source of growth. 85 percent of corporate value creation is derived from people, brand, and IP. Successful businesses in the foreseeable future will be those who can harness the strategic thinking and creativity of all their people.
- Organizations that create a culture of equal opportunity and diversity are better able to attract, retain, and motivate the most qualified individuals.

WHO SHOULD ATTEND

Women leaders at all levels in the organization, as well as women managers who are ready to move into leadership roles.

HOW PARTICIPANTS LEARN

The **Women in Leadership** workshop is a highly interactive program, offering the combined global insight, experience and capability of both Interaction Associates and Innovative Facilitation. The 2-day session will provide the time and resources for leaders to do a significant amount of self-reflection about their leadership aspirations, intentions and behaviours. Building on pre-work, participants are introduced to powerful concepts through self-assessment, group practice sessions, exploratory discussions, and feedback from workshop facilitators and participants.

LEARNING OBJECTIVES

As a learner participating in the **Women in Leadership** workshop, you will gain:

- An increased understanding of your personal strengths and barriers to being a successful, self-aware and authentic leader;
- A personal brand statement that reflects a vision of your authentic leadership, including clarity about what engages you at work;
- Increased skill in having constructive conversation where actions are consistent with your values and aspirations, especially in high stakes situations;
- A plan to build/enhance your network for greater effectiveness and potential to be sponsored for opportunities within your organization;
- A toolkit of ways to leverage your strengths, address existing barriers and to recognize and manage gender bias; and
- An expanded and lasting network of women leaders.

PRIOR TO ATTENDING	DAY ONE	DAY TWO	AFTER ATTENDING
Pre-work	Welcome & Introductions The Business Case The Field of Authentic Leadership Life Maps LUNCH	Opening Reflection Networking & Sponsorship Coaching Circles LUNCH	1 Hour of One-on-One Career Coaching
	Increasing Self-awareness as a Leader Passion Experience Profile Coaching Preparation Executive Panel Evening Event	Negotiating the Conditions for Success Negotiation Practice Gender Dilemmas Personal Brand Taking It Home	

 **Interaction Associates** is a 45-year innovator helping global organizations build collaborative cultures and achieve excellence in a new measure of ROI—Return on Involvement—where employees go “beyond engagement” to share responsibility for business results. We develop leaders at all levels and focus on building proficiency in collaboration, strategic thinking, and self-awareness. Our services include organization-wide consulting, learning solutions, and coaching. For more info: www.interactionassociates.com

Innovative Facilitation asks the question “WHAT if...,” to stimulate the development and facilitation of leadership programs that boost the quality of career and performance management practices. Magnified through the creation of learning reinforcement programs and Executive Coaching, we foster a performance-driven culture with the intention of creating sustainable individual, team and organizational performance and growth. For more info: www.innovativefacilitation.com