

# Advancing Women in Leadership Program

The **April 24-28, 2017 program** is now accepting **applications**.

To register, please contact **AEmilia Jarvis**, via phone at 613-520-2650 or via her **email**. For more information on registration, **click here**.

This leadership program aims to give women new insights, depth and skills to navigate the system and to lead change. A customized version of this program is also available to organizations who wish to provide in-house training and development. For information on a customized version, contact Clare Beckton at **clare.beckton@carleton.ca** or 613-795-5026.

The program costs **\$6,780** (\$6,000 +HST) per participant.

## Program Schedule – Women as Leaders



Authentic, creative and ethical leadership is recognized as a key ingredient for the success of business, government and civil society in a global, diverse and interconnected world. Strong leadership and the distinctive abilities that women bring to it make good business sense. Leading organizations are embracing gender diversity and the value that women create for their own organizations. These workplaces use effective leadership as a strategy to foster greater innovation, high performance and success. They are creating the workplaces of tomorrow. However, most organizations do not have conscious strategies to develop the leadership potential of women. Women face challenges in navigating the system of organizational structures that are and have been designed by men and have been traditionally

male-dominated. Women's strengths are not always taken into account and women are often excluded from advancement discussions. This leadership program aims to give women new insights, depth and skills to navigate the system and to lead change. Participants in the 5 day program will journey and gain a new perspective on becoming a fully empowered leader by:

- Strengthening their view of themselves as leaders: bringing their authentic self in all aspects of life
- Identifying the challenges that women face and learning how to navigate the system
- Exploring more deeply the leadership skills in authentic leadership and uncovering one's true voice
- Finding harmony and work family integration
- Reflecting on and designing a strategy for career growth over the next 2-3 years.

## Goals of the program

- Provide insight, knowledge and skills essential to lead effectively
- Strengthen women's confidence to lead in traditionally male-led organizations
- Develop awareness of, and insights into, how men and women behave in leadership roles
- Inspire women to achieve their full potential for advancing in their organizations and to discover their personal power

## Approach to the program

The program is designed around the introduction of concepts and ideas brought alive by shared stories, discussion and dialogue, action-oriented learning, group exercises and personal reflection. Underlying the program is a process of personal inquiry leading to self-awareness.

The inquiry and exchanges between participants add richness to the presentations of concepts and ideas. The themes flow from self-awareness as a leader to the organizational requirements of leadership. Small group work and personal exercises lead to the development of a personal career development strategy.

## Five Day Program

## Themes

## Overview

Monday

*Introduction to a new kind of leadership – Navigating the system*

A broad look at the challenges women face in the workplace and new ideas and approaches for leading with authenticity.

Remove barriers to professional and personal development.

***Owning your  
Success – Stepping  
up to the plate  
Leading from your  
own strengths  
Leadership &  
Gender  
Intelligence***

The first step in understanding your own leadership strengths and style: a reflection on success, the assumptions you bring to the issue.

Leverage your own unique strengths and skills: align your skills and the job requirements, create a success matrix.

A journey through recent scientific findings in neuroscience, gender differences, gender intelligence and how women and men can work together.

Tuesday

***Understanding  
Culture  
Leadership &  
Women –  
Attributes & Skill  
Sets  
Leading with  
Vision, Trust &  
Strategy***

A look into your own organization's culture, the values, the expectations and how they align with your own values.

Explore principles that guide you: conviction, courage and inclusiveness.

Personal power & positional power: how to leverage both.

Leadership principles , traits, skills & attributes

Juxtaposing your strengths against key leadership attributes.

Lead change with integrity: build trust, inspire, generate ideas and invite ideas, bridge the different values within teams.

Develop critical thinking & the art of the long view.

Build credibility

Engage people through situation analysis and strategy.

Wednesday     *Leadership is  
Engaging &  
Communicating  
Leadership is  
Negotiating,  
Dealing with  
Conflict &  
Mediating*

Become an enabling voice.

Engage & empower by applying strong communication skills.

Explore social intelligence to strengthen relationships.

Practice deep listening, without filters.

Framing conversations for the best effect

Different styles of communication

Understand how women negotiate and use this knowledge to create win-win results.

Explore dealing with others through empathetic negotiations.

Approach conflict resolution and mediation by engaging others to support you.

Thursday

***Leadership is  
Making Decisions  
Leadership is  
Intelligent Risk-  
Taking  
Leadership is  
Building &  
Leading Teams –  
Collaborative  
Leadership***

Understand how you approach decisions: critical thinking, analysis and the ability to measure the impact of decisions.

Appreciate how women bring different perspectives to the decision-making table.

Develop the ability to make course corrections

Define your tolerance for personal risk and understand fear.

Appreciate the unintended consequences of risk taking.

Take risks that advance your career and work.

Build relationships that support collaboration, inclusiveness and engage people around ideas, vision and goals.

Draw on the team's various and complementary talents.

Discover effective coaching and performance feedback.

Develop the art of building team relationships & dynamics

Friday

***Leadership and  
The Importance of  
Relationships &  
Networks: The  
Juggling Act –  
Work-Life  
Integration  
My Own Strategic  
Career Plan***

Understand the power of networks, mentors and sponsors.

Show you can make them work for you.

Map out your network & relationships.

Revisit and understand stress in a new light.

Explore your work-life balance with a view to make changes.

Explore how to build harmony between work and personal life.

Develop your plan for work-life integration.

Make a personal commitment to yourself.

Create your personal career & strategic plan.

