



Center for
Creative
Leadership

www.ccl.org

Quick Facts

Tuition: \$6,200

Length: 5 days

Average class size: 24

Instructor/Participant ratio: 1:12

Offered in: Greensboro, NC, USA
San Diego, CA, USA
Delivered in English

To register:

Visit www.ccl.org/wlp or call:
CCL – Americas +1 336 545 2810

The Women's Leadership Program

For mid-to senior-level women managers
who want to become stronger leaders
through a feedback intense
learning experience.

Overview: The Women's Leadership Program, designed for and staffed by women, brings together the powerful assessment and feedback tools found in other CCL programs, coupled with research-based content that focus on issues and perceptions unique to you and women like you. You will find out where you are strong and where you need to improve. You will explore the choices and tradeoffs that you face as you juggle your personal and professional lives. You will learn how to more effectively use the power and influence you have in your organization. Most importantly, you will leave with a strategy for the future and a network of women just like you – women you can turn to for advice and help.

"The Women's Leadership Program cultivates an environment of trust, fostering a willingness to share our experiences and innermost feelings about issues faced at work and in life as women. By listening and helping each other, we learn how to deal with these issues. It is an exhilarating experience."

Siew-Quen Thong
CFO, Asia Pacific, Texon International Group



Organizational Outcomes

- Gain an honest picture of your strengths and development needs enabling you to determine priorities for your whole self - not just professionally.
- Develop the leadership skills of giving and receiving constructive feedback.
- Learn how to lead with authenticity, clarifying your personal values and how they fit within the organizational culture.
- Make new choices for investment of personal energy based on an examination of tradeoffs and rewards.
- Learn how to overcome the biases and discomforts associated with exercising political know-how and also learn strategies for using your power and influence more effectively within your organization.
- Learn from carefully structured peer feedback sessions that provide behavioral data to compare with data from assessments.

Agenda

Day 1:

- CCL research-based developmental themes for women leaders
- Understand results of 360-degree assessment based on leadership skills, perspectives and derailment factors
- Videotaped case study to practice influencing skills

Day 2:

- Political behavior in relation to power and influence
- Personality preference and interpersonal needs self-assessments
- Review of influencing case study with feedback
- Create a plan to strengthen relationships across your network

Day 3:

- Assessment of one's authority, influence, collaboration and leadership effectiveness within the organizational context
- Leadership behaviors rewarded in one's organization
- Participate in a half-day outdoor exercise, which allows you to target skills, practice and receive feedback

Day 4:

- Peer feedback
- One-to-one session with a certified CCL feedback coach

Day 5:

- Integration, goal setting and strategy building

Additional coaching services can be elected at any point before, during or after program participation. For more details, visit www.ccl.org/coaching.