



Center for
Creative
Leadership

Specialized Audience Program

Multi-phased Experiential Learning for Senior-Level Women

Women's Leadership Experience





Leadership
is **DIFFERENT**
for women.

The **Women's Leadership Experience** is a multi-phased experience that provides successful women leaders with the insights needed to make purposeful choices to expand their individual impact on the organization.

Women's Leadership Experience

Tuition **

\$8,900 per participant

Length

Multiple Phases

- ⊕ 3 days on-site
- ⊕ 3 months virtual learning
- ⊕ 2 days on-site

Average Class Size 24

Instructor/Participant Ratio 1:12

Coaching

Executive Coaching
Peer-to-Peer Coaching

Locations

Greensboro, NC
San Diego, CA

Language English

** Tuition price is based on regional point of delivery and is subject to change

Contact a CCL client advisor at +1 336 545 2810
or visit us at **www.ccl.org/wle**

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*References

Barsh, J., & Yee, J. (2011). *Changing companies' minds about women*. McKinsey Quarterly. Retrieved from http://www.mckinsey.com/insights/organization/changing_companies_minds_about_women

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Leading With All You Are



As a result of attending Women's Leadership Experience, you will learn how to:

- ⊕ **Gain clarity** on how others perceive you as a leader versus your aspiration
- ⊕ **Develop behaviors** that align with and support leadership brand and career direction
- ⊕ **Exert greater influence** over the choices you make
- ⊕ **Navigate** complex relationships
- ⊕ **Build and leverage** strategic networks in which you engage authentically
- ⊕ **Implement** your personal leadership strategy

Know **YOUR WAY.**

While there is no one formula for being an effective leader, regardless of gender, leadership potential for women can be additionally complicated by the infamous glass ceiling. At the Center for Creative Leadership (CCL®), our research and analysis have proven that men and women are equally capable of effective leadership but also strikingly different in how they promote their unique strengths and talents.



Designed exclusively for high-achieving female executives who want to have more impact and influence on the health and success of their organizations, the Women's Leadership Experience is a bold and multi-phased experiential opportunity that challenges women to understand and capitalize on their most powerful resource: the whole truth of who they are, what they value, and where they want to go. *This is where pragmatism meets idealism in order to unleash upward magnetism.*

Rise with purpose. Lead so that others will follow.

KICK SOME GLASS.

Ready to Rise

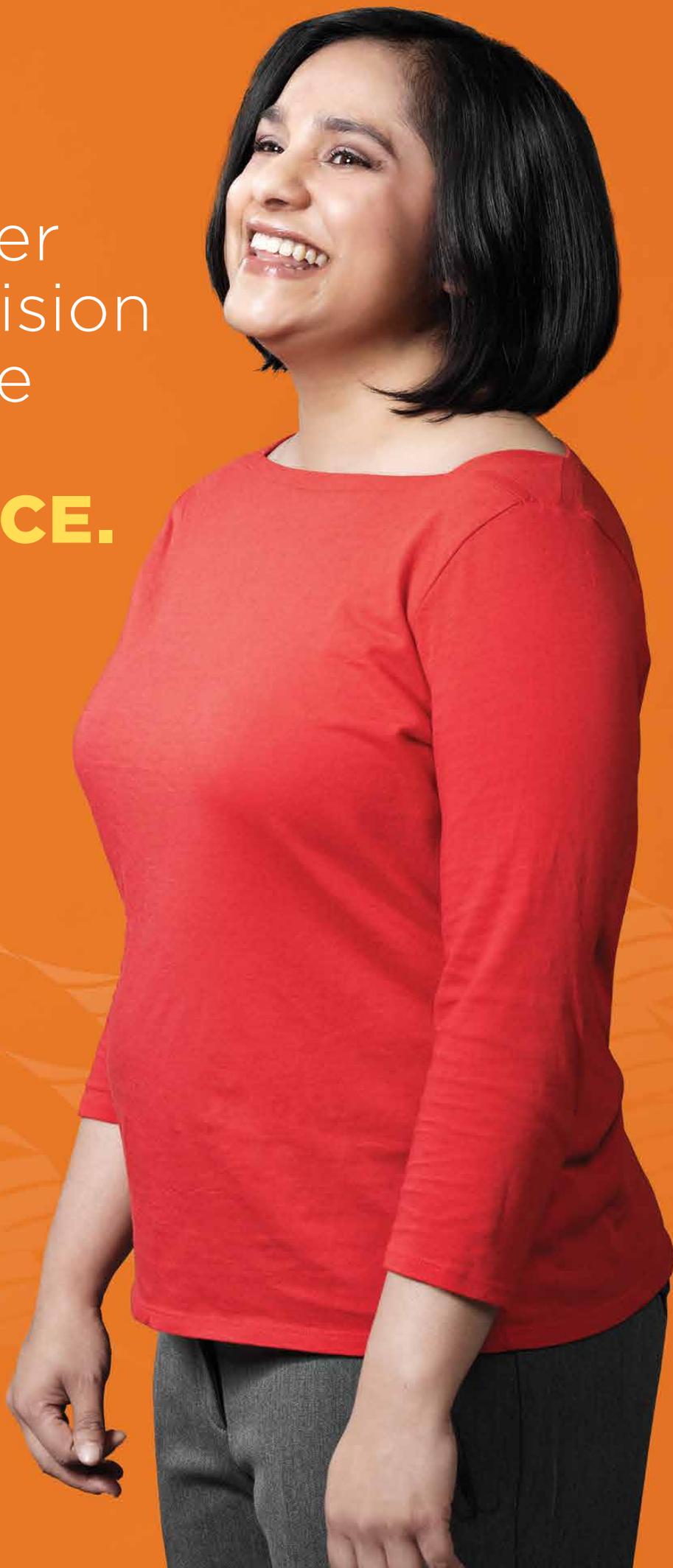
The Women's Leadership Experience is a candid, exploratory, and results-driven experience that tackles provocative and timely issues facing high-achieving women leaders who are ready to rise to the next level of upper management. The program helps participants become more adept and ready to make purposeful choices that will expand their impact within organizations.

Participants in the Women's Leadership Experience will benefit from:

- ⊕ **Individual and Organizational Perspectives**
how to add value in all directions, including inward
- ⊕ **Intentional Impact**
how to take the lead in shaping conversations about your career
- ⊕ **Authenticity**
how to align your personal values with your company's mission
- ⊕ **Ownership**
how to exert more influence over your career choices as a strong self-advocate
- ⊕ **Collaboration**
how to gain deeper insights through candid peer mentoring
- ⊕ **Coaching**
how to utilize professional insights to achieve strategic behavioral change
- ⊕ **Networking**
how to build productive relationships and navigate complex ones



The power
of your vision
needs the
power of
your **VOICE.**





Woman to Woman

What's the best way to challenge, support, and empower high-achieving women? Let them connect with other high-achieving women who share similar life and career experiences. That's why peer to peer coaching is a pivotal component of the Women's Leadership Experience. Add the guidance of a personal coach, and program participants gradually discover the best ways to become "strategically visible" in the workplace—making their distinctive perspectives and impact clearly recognized, understood, and valued.

"Each woman needs to make time to think about her identity as leader, choose what she wants, and work intentionally to make it happen. The Women's Leadership Experience is an opportunity for experienced managers to choose how to take the next step as a leader—in ways that get the results for them and for the organization."

Laura Santana, CCL Senior Faculty

Who
you are
is how
you **LEAD.**





In the nation's top 500 companies, women hold less than 5% of the CEO positions (Fairchild). And yet research with Fortune 500 companies shows that organizations with higher numbers of women on their boards of directors attained significantly higher financial performance, on average, than those with the lowest numbers of women represented (Catalyst).*

Why the Women's Leadership Experience?

Because the world needs more than John, Robert, James, and William

83% of middle-management women desire to move to the next level at work (Barsh). 75% of women aspire to top management roles, including C-suite positions (Devillard). Yet, the majority of female employees are concentrated in entry-level and middle-management positions—and that isn't changing. A 2014 study found that, globally, the proportion of women in senior roles is stuck at 24%, the same as in 2007 (Scott).*

Even the most confident and competent women leaders sometimes need time to step away and gain clarity about their roles, especially when they confront how severely the odds remain stacked against their rising above middle management. A recent study found fewer women are on the boards of S&P 500 companies than men named John, Robert, James, and William (EY).

The Women's Leadership Experience offers these women a safe and supportive environment to discuss and practice new ways of acting and thinking that is congruent with their purpose, values, and self-concepts, resulting in a stronger vision of their leadership and greater capacity for career ascension.

PHASE 1



PREPARE

- + Guided self-study of your leadership and career
- + 360-degree assessment

Women's Leadership Experience

- 5 Phases
- 4 Dimensions of Leadership
- 3 Months
- 2 On-site Sessions

1 Transformative Leadership Experience

PHASE 2



ENGAGE

3 days, on-site

- + Individual identity work
- + Executive coaching
- + Explore identity alignment
- + Wholeness and wellness
- + Design your leadership strategy
- + Experiential exercises on-site
- + Explore dimensions of leadership

PHASE 3



APPLY

3 months, off-site

- + Executive coaching
- + Execute on phase 1 goals
- + Try out new behaviors/approaches
- + Peer-to-peer support
- + Extend your development through online learning: videos and articles
- + Identify key issues for Phase 4

PHASE 4



ENGAGE

2 days, on-site

- + Explore navigating complex relationships
- + Finalize personal leadership strategy
- + Experiential exercises
- + Development of new or updated goals
- + Wholeness and wellness
- + Executive coaching

PHASE 5



APPLY

ongoing

- + Access additional online learning resources to support and sustain development





Center for
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Leadership®

Women's Leadership Experience

To speak with someone immediately, register by phone, or learn more about customized options, call us:

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Results That Matter: Sustained Impact for You, Your Business, and the World

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