

Advancing Technical Women

For early-to-mid career women in scientific or technical fields



Her tech savvy is undeniable.

Why is she being denied a promotion?

Less than 20% of IT professionals are women...the same with mechanical and electrical engineering...and it's been quite consistent over a couple of decades...It's not improving.

—KELLY SIMMONS, CCL FACULTY

You have to prove yourself every time...where your male colleague has an advantage.

—ADVANCING TECHNICAL WOMEN PARTICIPANT

There is no single or simple explanation for the high attrition rate of women in scientific and technical fields. Hiring and development bias, negative workplace conditions, lack of access to creative positions, lack of mentors and support networks, explicit or implicit rewarding of “male” communication styles and self-promotion — all these issues combine to create complex barriers that too often convince technical women to leave careers in which they have valuable STEM expertise.

With **Advancing Technical Women** — our new leadership program — CCL is addressing this growing and complex human resource problem. Grounded in decades of rigorous academic research and leadership data that is framed around the real-world experiences of women in STEM fields, **Advancing Technical Women** concentrates on four key areas of skill development:

- > Clarity of goals
- > Building professional networks
- > Confident self-promotion
- > Securing challenging assignments

To learn more, visit www.ccl.org/atw
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Designed with successful female engineers who have witnessed firsthand how women stall at the mid-management level, **Advancing Technical Women** provokes, empowers, and catalyzes high-potential women in technical and scientific positions to break through mid-career barriers and to rise to senior and leadership roles.

Being a woman in any field is a little bit difficult and different.

—ADVANCING TECHNICAL
WOMEN PARTICIPANT

Women need to walk away understanding they have an important story to tell in their work...an important contribution as a leader.

—KELLY SIMMONS, CCL FACULTY

Participants learn how to:

- + **Become skilled advocates and agents** for their careers
- + **Transform personal attributes and strengths** into a recognizable “brand”
- + **Build strategic networks** that improve visibility and promotability
- + **Secure and succeed** at challenging ‘stretch’ assignments
- + **Improve communication skills** and presence
- + **Develop an action plan** empowering them to reach their career goals

Target Audience

Early-to-mid career women in scientific or technical fields from all industries, with approximately 5-10 years of experience, who want to advance their technical or management career paths.



What should a participant expect?

There are three phases in the **Advancing Technical Women** learning journey:

PHASE 1



PREPARE — *Personal development on the CCL Digital Learning Platform; 1 month to complete virtual pre-course work in preparation for the program, approx. 1 hour/week*

- + A self-reflection exercise provides a way to DIG IN and think about unique personal strengths by answering questions in several areas: values, passions, strengths, and goals.
- + Through informal peer feedback, participants GAIN INSIGHT and discover the kind of impact they have on colleagues, bosses, or direct reports.
- + Specifying intentions for the leadership journey highlights how the participant will STAND OUT.

PHASE 2



ENGAGE — *Working with others for research-based experiential activities to develop the mindset, skillset, and toolset needed by technical leaders; 1.5 days face-to-face*

- + Collaborate to assess social identities to define unique leadership attributes.
- + Articulate leadership brand or value proposition.
- + Receive feedback on the impact of communication.
- + Assess the participant's portfolio of experiences to set goals for obtaining new 'stretch' assignments.
- + Analyze and strategically enhance the participant's network to improve access to information, resources, and opportunities.

PHASE 3



APPLY — *Translating learning into goals and actionable next steps to sustain new skills; 12 weeks of virtual work, approx. 1 hour/week*

- + Meet virtually at least 3 times with their learning group to share ideas, gain clarity, and garner support for sustaining and revamping an Action Plan.
- + Access an online learning portal for application resources and support tailored to individual development needs.
- + Evaluate progress in a live 2-hour virtual training session and delineate next steps toward expanding impact.

She excels at math.

So why are the numbers against her?

- + **More than 50%** of women working in STEM fields leave **10 to 20 years** into their careers.
- + **Only 25%** of computing occupations are held by women.
- + **Only 21%** of tech executives are women.
- + In technical and science fields, women are **20% less likely** to be promoted to manager than men.
- + Organizations are **18% more likely** to sponsor training for male than female employees.



At some level, every company today is now a tech company. Whether the enterprise at hand is directly STEM-connected or dependent on various STEM-smart employees, the importance of quality personnel has never been greater.

CCL invites you to discover how **Advancing Technical Women** can give women in your organization the strategic training and leadership confidence they need to take ownership of their career trajectory. Research proves that women who can express fully their unique vision will become their own best advocate — unlocking their natural leadership skills and overcoming institutional, cultural, and personal barriers to advancement.

Ready to invest in strengthening diverse leadership?

Register online: www.ccl.org/atw

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

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CCL's Leadership Programs can be customized at your place of business to best fit the goals of your organization, department, or team. When you invest in Leadership Programs for multiple managers and executives on an annual basis, you receive additional tools and resources to develop your talent. As an added benefit, we pass on the savings to you. Call today to learn about registering multiple participants, customization or on-site delivery.