

A 12-week, 4-course mentorship based program that leverages material from the High Performance Leadership program with (1) specific learning activities created by highly acclaimed women, (2) specific live broadcasts/webinars featuring industry leading women, (3) breakaway leader profiles of women in leadership, and (4) cohorts of participants comprised of high potential frontline and midlevel women leaders.

Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that business results – values and benefits – may differ from one company to the next and even from department to department within a single company, but the consistent variable is It's All About People.

COURSE 1

Module 1: Your Leadership Mindset
Module 2: Your Potential as a Positive Leader
Module 3: Positive Leadership and Your Team:
Empowerment & Engagement
Module 4: Leadership Rules and Your Oath
Break Week

COURSE 2

Module 1: The Process of Change: Planning
Module 2: The Process of Change: Executing
Module 3: The Process of Change: Sustaining
Module 4: Leadership Rules and Your Oath
Break Week

COURSE 3

Module 1: Speaking the Language of Business
Module 2: Positive Communications
Module 3: Mutual Gains Approach

COURSE 4

Module 1: It's All About People
Graduation

In collaboration with Sally Helgesen and Marshall Goldsmith, authors of the best-selling book *How Women Rise*, this 12-week online program that leverages material from the High Performance Leadership program with (1) specific learning activities created by highly acclaimed women leaders, (2) specific live broadcasts/webinars featuring industry leading women, (3) breakaway leader profiles of women in leadership, and (4) cohorts of participants comprised of high potential frontline and midlevel women leaders.



"This Women in Leadership program offers foundational leadership training, and helps women increase their network, find the balance they need to take on leadership at work, grow their confidence, and learn from the real-life stories of other successful women. I believe this program is a great investment in women leaders."

Debbie Storey, EVP Mobility Customer Service, AT&T (Emeritus)