



WOMEN LEADING WOMEN

A Coaching Group Capitalizing on Women's Leadership Potential

Effective leadership is more than mastering the marketplace and anticipating opportunities, maximizing profits and managing inventories. True leadership enables people to realize their full potential and gives them the tools and freedom to achieve what had been thought impossible.

But before you can unlock the potential in others, you must first unlock it in yourself."

Dede Henley, Creator of the Women Leading Women Program

Research on a number of key trends affecting today's organizations points to an increasingly urgent need for organizations to assist women leaders in growing into their potential and advancing. There is a growing war on leadership talent and a concurrent female 'brain drain'. There are costs and implications for organizations who are not proactive about retaining women in leadership roles. Women are skilled and talented leaders; and gender diversity is positively linked to superior financial performance. It is therefore critical that organizations support women in developing and honing their leadership abilities.

This monthly coaching group offers women leaders the opportunity to explore areas of personal and professional growth. It allows women to forge a strong network of colleagues from all levels of the organization. Together with a skilled group coach, participants identify what is limiting them in their leadership. Through conversation and an inquiry into leadership, each group member is encouraged to take actions to move toward her truest expression as a woman leader. Conversations are designed to be both challenging and nurturing. They call out each woman's best. This promises to be a very rich time for all who say "yes" to this amazing opportunity.

WHO IS THIS DESIGNED FOR?

You don't have to be in a formal leadership position (or lead other women) in order to participate and benefit from the program. The experience is designed for leaders at all levels, including emerging leaders. This is an opportunity to participate in a gathering of women who are committed to taking action, achieving results and creating lasting transformation.

Group size is 12 - 15 women.

TOPICS COVERED OVER NINE MODULES

Module 1 – Introduction. Connect with other participants and explore the role of power and choice (sovereignty) in leadership.

Module 2 – Leadership Qualities and Interview Themes. Identify qualities of inspirational and effective leaders and high-level themes arising from participants' interviews.

Module 3 – Seven deadly traps for women leaders. Recognize the key traps women unwittingly fall into and learn how to get out of them.

Module 4 – The first secret: Follow your passion. The five secrets are those practices that keep women leaders anchored, grounded and strong as leaders, starting with the notion of passion and calling.

Module 5 – The second secret: Be your #1 priority. Learn why self-care is a strategic priority as a leader and get clear about what else is most important upon which to focus your attention.

Module 6 – The third secret: Reclaim your power. Deepen your understanding of power and influence, and how to use them effectively as a woman leader.

Module 7 – The fourth secret: Create a life of adventure! Create a vision for the next two to five years for yourself and the team you lead.

Module 8 – The fifth secret: Keep good company. Actively choose whom you surround yourself with; consider who truly supports you in growing into your leadership potential.

Module 9 – The power of appreciation
Celebrate successes and completion.

This program is offered over a nine-month period, covering one module in one half-day session each month with practices/homework in between.

BENEFITS ORGANIZATIONS CAN EXPECT

Creation of a solid network of peers and role models to support women leaders as they grow and advance within the organization.

Impacting retention and attraction of women leaders (address the female 'brain drain').

BENEFITS PARTICIPANTS CAN EXPECT

Solid anchoring in innate strengths and skills as a woman leader.

Clarity about personal blocks to leadership effectiveness

Clear coaching to move through these blocks to power, freedom and choice.

Encouragement and support in practical actions to take your leadership to the next level.

Practice using effective peer coaching skills that can be applied in other working relationships.

FOR INFORMATION CONTACT:

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WHY A WOMEN-ONLY PROGRAM?

Provides a forum for women to discuss the unique challenges they face.

Contains specialized content for women leaders.

Offers a safe, supportive environment for sharing experiences, taking risks and practicing skills.

WHAT PARTICIPANTS ARE SAYING

I highly recommend this program for anyone who wants to awaken the soul and rekindle the excitement of reclaiming your strength!

Kerry McGovern

They say that everything happens for a reason. Being a part of Women Leading Women couldn't have come at a better time for me, both professionally and personally. This program enlightened me about areas that I could focus on that would help me move forward in a more productive and positive way. I feel that I have a better understanding of myself that I am grateful for at this stage of my career. The group of women I met during this program listened, encouraged and gave guidance that I am so very thankful for. It's a great feeling to know there are 20 women in this company that I can turn to for meaningful advice.

I would encourage anyone who has the opportunity to be a part of this program to embrace the opportunity.

Jennifer Gillis

The WLW program provides tools to encourage honest self-reflection. In our busy lifestyles, it is something we, especially women, do not spend enough time doing. Reflecting is only the first step – once you've envisioned what you want to do or where you want go in life, then and only then can you craft a plan to get there. Everyone can benefit from this internal reflection – you owe it to yourself and no one can do it for you.

Cindy Millett