



Leadership EDGE for Women

This program series is designed to empower women leaders to get the EDGE, enabling them to:

- **Excel** within their companies
- **Develop** their authentic leadership style
- **Gain** support, skills, and tools
- **Elevate** their success

Fall 2018 Content (3 Sessions)

September 10th, 2018

1. Finding Your Authentic Leadership Style (*Who am I as a Leader?*)

Many women struggle to find their true voice and their true style when leading others. How can I be assertive without coming across as aggressive? What is the right balance between being inclusive and being directive? How do I portray the image of being competent, credible and capable while maintaining a style that is organically true to who I am at my core? This hands-on, practical session begins with identifying your unique leadership style; one that reflects your beliefs, values and leadership philosophy. When you are leading in a truly authentic way, you are energized, powerful and unstoppable. Most importantly, authentic leadership translates to credibility, consistency, trust and stronger relationships with your team and organization.

Through a self-evaluation, participants have the opportunity to understand the events that have shaped them as leaders - the mentors, life experiences and organizational experiences that have influenced their attitudes and beliefs. They will then determine which of these beliefs and values they chose to carry forward versus those they may choose to change. From these reflections, participants will write their Leadership Story, inclusive of goals for their own leadership development.

October 1st, 2018

2. Finding Your Niche for Career Success (*Where do I want to be?*)

Today's professionals need to master career management strategies in order to maximize their impact on the organization while feeling professionally fulfilled. By identifying your skills and talents and combining these with your goals and aspirations, you can map a path for your long-term success. The life science industry is so dynamic, many roles change rapidly due to quickly evolving business conditions and technology. Career management centers around the Person, Place, Possibilities, Performance and a Plan. Whether your goal is to advance through promotion, seek learning and development opportunities or re-position yourself in the organization, this program will provide you with the tools you need.

This session raises awareness about how you can easily build a career plan that is flexible and changes with your own interests and what your organization needs today and in the future. Participants will gain an understanding of their strengths, learn how to actively



pinpoint opportunities in the organization, identify key mentors and sponsors who can serve as internal champions and get stretch assignments that expand their skill sets; all positioning them to expertly influence their future.

November 5th, 2018

3. Networking for Success (*How do I go about getting there?*)

Reflecting on the leader they want to be and their identified career niche, participants will begin to think about the gaps between where they are today and where they want to be in the future. This session will focus on teaching participants how to build a network today that will help them close the gaps and thereby accelerate their career.

Whether it be career growth or building a network of scientific peers, identifying the participants' goals will give them energy, excitement and ongoing motivation to take the steps to effectively network with great results. Once participants have defined their goals, they will learn how to strategically maximize their network through different types of relationships. Centers of Influence can boost their access and credibility through referrals and testimonials. Mentors can provide advice and guide them to develop the necessary skills, experience or expertise. Sponsors are powerfully positioned champions who advocate on a high-potential leader's behalf. A network of peers can be a valuable group to brainstorm with, glean best practices from and learn about new technologies. Participants will learn the most effective ways to network with their most beneficial contacts (ex: at events, through social media, by joining associations, etc.) resulting in relationships that best support them in meeting their goals. Finally, participants will gain skills and tools to successfully network including how to overcome the awkwardness of networking, how to make an interesting and memorable impression and how to build and nurture long-lasting relationships that will support them in achieving their goals.

Spring 2019 Content (3 Sessions)

February 4th, 2019

4. Vision as a Leadership Tool (*What is the story I am going to tell?*)

While women executives have outscored their male counterparts in many critical leadership competencies, they have been perceived to lack strategic perspective and to be less "visionary" than men. These perceptions may be the only thing keeping women professionals from reaching the highest positions within their organizations.

As a manager, it is your responsibility to execute on the tasks necessary to achieve strategic objectives. As a leader, your role is to utilize a strategic mindset to leverage opportunities for your team, division and the organization as a whole. In this session you will enhance your strategic thinking skills through the use of exercises and activities. In addition, you will gain a strategic perspective by understanding external factors and relationships that are key to the achievement of your goals. Vision and strategic perspective require big-picture thinking, the ability to establish direction, motivate and inspire, align people and effectively move an organization through change. Leadership and vision are not only critical at the executive level, but also at the departmental and team levels. Participants will explore what it means to be visionary, be provided with high-level



strategies to make the transition from “manager” to “visionary” and participate in lively discussions on the topic of how women can leverage their unique skills and competencies to demonstrate vision and strategic thinking.

March 4th, 2019

5. Executive Presence: Courage, Credibility and Visibility *(Where and how do I need to show up?)*

Think back to a recent meeting, when someone there just seemed to attract and engage everyone around the table. Someone like Facebook’s Sheryl Sandberg or Virgin’s Richard Branson—someone who has the ability to walk into a boardroom, command attention, and leave everyone wanting more. While it may seem like some people “just have it,” executive presence is actually something that they’ve worked very hard to achieve. Executive presence is the unique combination of what you bring to the table (courage and credibility), what to do in the moment (physical appearance, language and presentation skills) and where you need to show up (visibility). Closing the gender gap will require stepping up, leaning into discomfort and acting with the confidence we women often wish we had (or had more of!). So if you're wondering what you can do to build your confidence, banish your doubt and make your mark, join us for this highly interactive and valuable workshop.

April 1st, 2019

6. Communication and Influence for Impact *(Once there, how do I tell my story in an engaging and impactful way)*

To increase your ability to persuade, motivate and influence, effective communication is key. This, in turn, will help you to build rapport, relationships and connect with others. Using insights from the Myers-Briggs personality profile, you'll identify your preferred communication style, overlaid with an understanding of innate gender-specific strengths and opportunities related to communication. You will also learn how to recognize the styles of others – so you can reduce conflict and improve performance.

The ability to effectively communicate allows leaders to excel. The ability to effectively influence can take your leadership to the next level. Building off the self-awareness of their preferred communication style as well as emotional intelligence (EQ), participants will gain an understanding of the art of influence and develop the language to assert themselves with greater confidence. This will enable them to achieve more through shared resources in an environment where there are competing goals, dotted line reporting relationships and often times the need to influence without the given authority. Armed with the tools for powerful self-analysis, participants will uncover the obstacles that could be currently holding them back from achieving their full potential. They'll complete the workshop with a new roadmap for improved communication and greater influence.