

LEADING WOMEN™

OVERVIEW

Leading Women is a powerful program that strengthens the ability of managers to develop and coach Taking the Stage® graduates to lead every time they communicate. Participants will learn about the work being done with women in their organization, and gain insight on how to support their ongoing development.

At the core of the Taking the Stage program is The Humphrey Group's Leadership Model®. Leading Women will prepare managers of graduates with an understanding of the key elements of the model which include: adopting a leader's mindset, scripting yourself as a leader, using the language of leadership, and speaking with a dynamic presence.

TARGET AUDIENCE

Leading Women is designed for managers of graduates of the Taking the Stage program.

POWERFUL LEARNING OUTCOMES

Participants in this program will strengthen their ability to:

- Understand the behavioural traps women often fall into.
- Approach feedback sessions with the intention to inspire and motivate.
- Learn how to develop coaching "scripts" that convey a clear, direct message.
- Create a call to action that describes tangible opportunities to demonstrate leadership.
- Adapt and personalize feedback on an individual basis.
- Listen well and show empathy.

LEARNING EXPERIENCE

Leading Women combines practical learning with extensive personal feedback. Working in small groups, participants prepare for feedback sessions and role play difficult conversations.

DAY ONE

I. LEADING WOMEN

- Understand how Taking the Stage supports the development of women leaders.
- The role you can play to support graduates.
- **WORKSHOP:** Participants will be given a checklist to help them assess ways that they are currently supporting women's development.

II. UNDERSTAND THE BARRIERS WOMEN FACE

- Learn to "read" women – their body language, voice and language can tell you a great deal about their courage and confidence.
- Understand the traps women can fall into and ways that their behaviour can interfere with their leadership.

III. INSPIRE THROUGH CLEAR COMMUNICATION

- Understand how women receive feedback.
- Develop an approach to communicating with women that supports development.
- Be clear and direct, yet empathetic!
- Structure your thoughts using the Leader's Script®.
- End with a call to action that presents a future leadership challenge.
- **WORKSHOP:** Each participant will create a brief script for a feedback session they will have with a woman. The instructor will provide feedback.

IV. LEAD THROUGH FEEDBACK CONVERSATIONS

- Every conversation is a leadership opportunity for you and a development opportunity for women.
- Shape each conversation with a message, then listen.
- **WORKSHOP:** Participants will role-play a challenging conversation.

V. BUILD BRIDGES THROUGH LISTENING

- For a woman to progress she must talk honestly about her challenges and glean suggestions on how to overcome them. This all starts with listening.
- From listening to leading - how to use listening to inspire action.
- **WORKSHOP 1:** Participants will practice active listening techniques.
- **WORKSHOP 2:** Participants will role-play interactions and demonstrate application of the Leader's Script and active listening techniques.

VI. CONCLUSION

- Next steps and a commitment to action.