

TAKING THE STAGE® ENTERPRISE

OVERVIEW

Taking the Stage is a program that shows women how to speak with courage and confidence so they can be seen and heard as leaders. At the core of the program is The Humphrey Group's Taking the Stage Model. Participants learn to embrace a strong leadership identity, script themselves as leaders, unlock the power of their voice, and speak with a confident presence.

In the Enterprise version of Taking the Stage, the learnings are brought in-house in a train-the-trainer format. Typically, the women who participate in the Train-the-Trainer Course volunteer, or are selected by their organizations. In doing so, they take on a leadership role in developing other women and spearhead the Enterprise rollout. Here a select number of participants learn the skills to facilitate Taking the Stage for other women. The benefit of this approach is that the newly seasoned facilitators have inside knowledge of challenges the participants face in their roles, and can customize examples and feedback to help them succeed while offering the opportunity to informally mentor and network.

Course materials for Train-the-Trainer include Participant Guide, Facilitator Guide, and animated videos to support the learning for the modules. The Participant Guide and Facilitator Guide include exercises for each module to allow participants to practice and receive individual feedback from the facilitator and their peers.

TARGET AUDIENCE

This version of Taking the Stage is designed for large scale ("Enterprise") rollouts within companies and it is for women at all levels. Organizations purchase this program for a small per participant fee, and a minimum of 200 participants. Organizations may also request unlimited licensing for this program.

POWERFUL LEARNING OUTCOMES

Women who attend this course will learn to:

- Explore challenges faced in leadership roles
- View every communication as an opportunity to lead
- Cultivate a strong leadership identity by embracing the mindset to lead
- Confidently share their vision with others
- Deliver clear messages using a logical structure
- Use strong language that is assertive, not aggressive
- Use their vocal power to engage others
- Achieve a dynamic presence that will position them as strong leaders
- Avoid 'minimizing' behaviors

LEARNING EXPERIENCE

The Enterprise [Train-the-Trainer] model is delivered in four 2-hour sessions, one month apart. The in-house facilitator leads participants through the lessons, using the videos provided by The Humphrey Group. Exercises in each module allow participants to practice and receive individual feedback.

AGENDA

MODULE 1 EMBRACE YOUR LEADERSHIP IDENTITY

This session explores the importance of cultivating a strong leadership identity. Many women lack a strong leadership identity due to a lack of female role models at senior levels, in addition to double binds. In this module, participants learn to take the stage mentally, by identifying qualities essential to a strong leadership identity. In doing so they create awareness of the communication habits that do not serve their leadership, and learn principles to ensure they are perceived as strong, confident, and authentic leaders every time they speak or write.

MODULE 2 CREATE A LEADER'S SCRIPT®

This session shows participants how to take the stage verbally, by creating strong scripts when speaking formally, informally, and off-the-cuff. Often women prefer to speak with scripts that are self-effacing, that fail to get a message across, or that use minimizing or apologetic language. This session helps participants discover why they may be doing this, and how to create strong scripts that present a positive self-image, well-developed messages, and confident language.

MODULE 3 UNLOCK THE POWER OF YOUR VOICE

This session shows women how to take the stage vocally, by reclaiming the true power of their voices. Women frequently speak in ways that are softer or less powerful than they need to be. They do this for a variety of reasons, but mostly because they do not want to sound “too strong.” In this session participants learn to recognize their own vocal patterns, practice exercises that strengthen their voices, and discover how to project vocal authority and confidence that serves their leadership goals.

MODULE 4 ACHIEVE A LEADER'S PRESENCE

This session shows women how to take the stage physically, by projecting a strong leadership presence. Women often convey weak body language because they are uncomfortable in the spotlight. As a result they take up less space and speak with gestures and eye contact that reduce their presence. In this module participants learn how to project a stronger, more confident physical presence in their stance, gestures, facial expression and eye contact.