The Humphrey Group created Taking the Stage in 2001 to empower women to lead every time they communicate. It is unique from other diversity and inclusion programs in its strong emphasis on developing women in the specific area of leadership communication. Taking the Stage is rooted in our belief that women need to confidently speak up and authentically stand out if they want to be seen and heard as leaders.

The Enterprise version of Taking the Stage enables organizations to reach a large scale global workforce. By bringing the program in-house your organization will harness the power of the Taking the Stage model to build leadership communication skills for women at all levels.

Major corporations across a range of geographies and cultures have since adopted this program resulting in a global success story told by more than 500,000 women.
Women are critical to the success of business. They are a powerful force that contribute to superior corporate performance. Research shows that companies with a higher proportion of women produce, particularly at senior levels, better outcomes and financial results.

Women are underrepresented in leadership positions and organizations are more focused than ever on finding ways to attract and retain strong talent at all levels.

There are many societal, behavioral and cultural issues impacting the advancement of women to senior ranks. Unconscious bias, challenges in work-life flexibility and lack of sponsors and influential networks are among the challenges women face.

Whether intentional or unintentional, gender-biased behaviors and norms profoundly impact how many women communicate and, in turn, how they are seen as leaders. Taking the Stage provides the tools, resources and best practices to overcome these hurdles in a supportive environment.
KEY PROGRAM OUTCOMES

**ORGANIZATION**

- Strengthen the leadership pipeline
- Gain a greater market share and a competitive edge
- Attract and retain top talent
- Make decisions that reflect diversity

**FACILITATORS**

- Develop strong facilitation skills
- Strengthen leadership, coaching and mentorship abilities
- Build more strategic relationships and internal networks

**PARTICIPANTS**

- View every communication as an opportunity to lead
- Cultivate a strong leadership identity by embracing the mindset of a leader
- Build confidence through clarity of thought
- Use strong, assertive language
- Harness vocal power to engage others
- Achieve a dynamic presence
ENTERPRISE MODULES

MODULE 1
EMBRACE YOUR LEADERSHIP IDENTITY
This module shows participants the importance of cultivating a strong leadership identity. In doing so they develop 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 module shows participants how to take the stage verbally, by creating strong scripts when speaking formally, informally, and off-the-cuff. Participants will learn how to communicate using confident language and well developed messages.
MODULE 3
UNLOCK THE POWER OF YOUR VOICE
This module shows women how to take the stage vocally, by reclaiming the true power of their voices. Participants will 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 module shows women how to take the stage physically, by projecting a strong leadership presence. Participants will learn how to project a confident physical presence through their stance, gestures, facial expression and eye contact.
1. Identify the Need
Your organization identifies the need to develop and support women in alignment with its learning and development strategies.

2. Set the Strategy
Your organization and The Humphrey Group discuss your goals and how Taking the Stage can support them. Numbers of facilitators and participants are determined and a licensing agreement is completed.

3. Run a Train-the-Trainer
The Humphrey Group will train in-house facilitators to deliver the four program modules to other women in your organization.

4. Roll out the Program
Following the Train-the-Trainer program, Taking the Stage is delivered throughout your organization by your facilitators. They will use the workbooks and videos provided by The Humphrey Group. Women participate in group and individual activities that help them integrate the learning into their everyday experiences.

5. Evaluate
The organization and The Humphrey Group evaluate the initial roll-out and determine next steps.

6. Repeat & Sustain
Taking the Stage is delivered as an ongoing part of your organization’s learning and development strategy.
The Taking the Stage Enterprise program includes supporting resources that will engage and inspire facilitators and participants.

**PARTICIPANT GUIDEBOOK**

All participants will be given a guidebook that is full of additional information, research, exercises and links to other resources that will enrich their experience and provide them with further learning and reading opportunities.

**WHITEBOARD VIDEOS**

All program content is delivered in four 15-minute videos thus eliminating the need for facilitators to be experts. Instead, they can draw on their experiences and customize the learning to be specific to their organization.

**FACILITATOR GUIDEBOOK**

Facilitators receive a comprehensive guide that will prepare them to lead each module. The Facilitator Guidebook is designed to guide internal facilitators through a seamless delivery of the program.
WHAT ORGANIZATIONS ARE SAYING ABOUT TAKING THE STAGE

“Taking the Stage® is the very best program we have ever provided to our senior women. They rated all your instructors 4.9 out of 5!”

Wal-Mart Mexico

“I have been a ‘champion’ of “Taking the Stage®” in CEVA Logistics, Nortel Networks and Dell...Regardless of culture, position, or level, every woman takes away something special including an understanding that we all face similar challenges...”

CEVA Logistics, Northern Europe

“The Humphrey Group’s Taking the Stage course has been extremely popular with employees across the company. Their client-oriented team has worked closely with internal facilitators and program managers to ensure the content is practical and relevant to our organization and culture.”

BC Hydro, Canada
WHAT IS YOUR ORGANIZATION DOING TO EMPOWER WOMEN AT ALL LEVELS?