

Women in Leadership

Developing the Diverse Strengths of Women



Are you leveraging the talents of all your people?

Research shows that women bring unique characteristics and capabilities to the leadership challenges they face. To be successful, organizations need to leverage this diversity of leadership: to improve the quality of decision making, provide inspiration and role modeling, and tap into diverse points of view. In addition, having both women and men in leadership roles helps organization reflect the customers they serve, giving the perspective needed to increase sustainability and support effective growth.

The **Women in Leadership** program focuses on helping women leaders:

- Understand their unique strengths as well as barriers to success.
- Create action plans to overcome systemic barriers and grow their leadership skills.
- Learn negotiation skills critical to their career success, and
- Build a network with other women leaders.

This research based workshop focuses on the specific needs and capabilities of women – and provides the knowledge and support they need to succeed and contribute added value in their roles as corporate leaders.

Benefits for the organization.

The looming worldwide leadership shortage means that organizations where women lag in leadership roles are missing a huge opportunity. Introducing your women leaders to Women in Leadership allows you to shore up your bench strength while leveraging your women leaders' unique strengths to drive strong business results.

- Researchers consistently find a positive correlation between the representation of women in leadership positions and business performance measures, such as market share and return on investment.
- The diversity of points of view and the insights into customer needs that women leaders bring are invaluable to an organization's success.

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- In our current knowledge economy, people are the source of growth, 85% of corporate value creation is derived from people, brand, and IP. Successful businesses in the foreseeable future will be those who can harness the strategic thinking and creativity of all their people.
- Organizations that create a culture of equal opportunity and diversity are better able to attract, retain and motivate the most qualified individuals.

Benefits for the individual.

Participants in **Women in Leadership** gain:

- An increased understanding of personal strengths and barriers for being a successful and authentic leader;
- A self-created action plan to leverage their strengths and address existing barriers;
- A vision of their authentic leadership;
- A better understanding of systemic barriers to women's achievement, and powerful strategies for change;
- Increased ability to negotiate their own success and create value for the organization;
- Ways to manage gender bias challenges;
- Increased skill in having constructive conversation where actions are consistent with their values and aspirations, especially in high stakes situations;
- Interactions with women role models to experience the varied ways women practice leadership;
- A lasting network of women leaders.

Who should attend.

Women leaders at all levels in the organization, as well as women managers who are ready to move into leadership roles.

How participants learn.

Women in Leadership is a three day experiential workshop. Building on pre-work they have completed on their own, participants are introduced to powerful concepts through an intensive three day agenda. Self-assessment, group practice sessions, exploratory discussions, and feedback from workshop leaders and participants combine to provide a varied and engaging learning experience.



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Agenda.

DAY ONE	DAY TWO	DAY THREE
<ul style="list-style-type: none">• Program Overview• Self Awareness: Our Personal Leadership Journey• Leadership: Personal Leadership Journey• Self Awareness: My Key Values	<ul style="list-style-type: none">• Opening and Reflection Activity• Coaching Circles	<ul style="list-style-type: none">• Opening and Reflection Activity• Negotiating the Conditions for Leadership Success Continued• Strategizing Leadership Dilemmas/Gender Issues• Self Awareness: Competing Values, Beliefs, Goals, and Desires
LUNCH	LUNCH	LUNCH
<ul style="list-style-type: none">• Self Awareness: Levels of Reflection• Coaching Process• Leadership Panel• Self Awareness: Appreciative Inquiry• Evening Activity	<ul style="list-style-type: none">• Coaching Circles• Negotiating the Conditions for Leadership Success• Evaluate the Day and Evening Assignment• Evening Activity	<ul style="list-style-type: none">• Building Your Network of Relationships• Closing Executive Speaker• Leadership Brand/Taking It Home• Overall Program Evaluation

Workshop leaders.

Linda Dunkel

Partner & Founder, DNA Consulting
Chair Emeritus, Interaction Associates

Linda has 35 years in the business of change management consulting and senior leadership in both Fortune 100 as well as start-up firms. Linda is the former Chair of the Board of Interaction Associates and was President and CEO of the company for nine years. Today, she consults to Board and senior management teams and organizations on a global basis helping to build strong cultures of collaboration.

She has served as Chair of the Board of the World Centers of Compassion for Children International (WCCCI), which focuses on the plight of refugee children worldwide. WCCCI was founded by Nobel Laureate Betty Williams.

Linda has also served on the board of the Interaction Institute for Social Change and of the Bali Institute. Linda's articles on leadership, collaboration and trust are published online and in journals and newspapers throughout the US.

She is a frequent speaker on leadership topics at conferences worldwide, including the CLO Symposia and The Conference Board's Leadership Development Conference. Linda is a recipient of the 2007 Best Bosses Award from Winning Workplaces. She holds a MA in International Business from the University of Texas.



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Workshop leaders.

Deborah Rocco

An experienced leader and consultant, Deborah has over 35 years of senior leadership experience in government, higher education, and private industry. Prior to her consulting career Deborah held senior HR roles in the telecommunications, pharmaceutical and health care industries where she had Diversity and Inclusion initiatives under her purview. Throughout her career Deborah has demonstrated an ability to combine her expertise in leadership and organizational development with a practical business sense to design solutions that work.

She holds Master's degree in Human Resource Development, a Bachelor's degree in Social Work and is a trained executive coach. She is also certified in a variety of assessment instruments.

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