



Advancing Women in Leadership Program

Partners: Carleton University's Centre for Women in Politics and Public Leadership; Centre for Research and Education on Women and Work; and, Corporate Sponsors

Background

Authentic, creative and ethical leadership is recognized as a key ingredient for the success of business, government and civil society in a global, diverse and interconnected world. Strong leadership, and the distinctive abilities that women bring to any organization, contribute to improved business performance and enhanced revenues.

Leading organizations are embracing gender diversity and the value that women create for their own organizations. These workplaces use effective leadership as a strategy to foster greater innovation, high performance and success. They are creating the workplaces of tomorrow. However, most organizations do not have conscious strategies to develop the leadership potential of women. Women face challenges in navigating the system of corporate structures that are, and have been, designed by men and have been traditionally male-dominated. Women's strengths are not always taken into account and women are often excluded from advancement discussions.

This leadership program aims to give women new insights, depth and skills to navigate the system and to lead change. The program is being delivered twice a year, commencing in the Fall of 2014 in Western Canada, in **Vancouver**, British Columbia. The first offering of the program will be held at the Morris J. Wosk Centre for Dialogue – Simon Fraser University, from **November 3-7, 2014**. The second offering of the program will take place in **Ontario**, with the dates to be announced in the future.

Target Audience

If you are a woman who is poised to assume a leadership role in a mining, science and technology, engineering, construction, agricultural, heavy equipment, power and energy-based resource and related industry, this program is designed for you. If you are a woman working in an industry where women are significantly under-represented in leadership roles, you will benefit from the advanced leadership program.

If you are a woman at a mid-career point, and; a next-generation leader in one of these key industries, you will learn how to avoid organizational pitfalls and how to advance your success as a creative leader. Working with fellow leaders, and, experienced facilitators and coaches, you will learn how organizations work, how you can construct paths to succeed in leadership roles, and, how to build lasting professional networks.

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Participants in the five-day program will embark on a leadership journey and gain new perspectives on becoming a fully empowered leader by:

- Strengthening their view of themselves as leaders: bringing their authentic self to bear in all aspects of life
- Identifying the challenges that women face and learning how to navigate the system
- Exploring more deeply the leadership skills in authentic leadership and uncovering one's true voice
- Finding harmony and work and family integration
- Reflecting on and designing a strategy for career growth over the next 2-3 years.

Goals of the program

- Provide insight, knowledge and skills essential to lead effectively
- Strengthen women's confidence to lead in traditionally male-led organizations
- Develop awareness of, and insights into, how men and women behave in leadership roles
- Inspire women to achieve their full potential for advancing in their organizations and to discover their personal power.

Approach to the program

The program is designed around the introduction of concepts and ideas brought alive by shared stories, discussion and dialogue, action-oriented learning, group exercises and personal reflection. Underlying the program is a process of personal inquiry leading to self-awareness.

The inquiry and exchanges between participants and guest speakers add richness to the presentations of concepts and ideas. The themes flow from self-awareness as a leader and define the organizational requirements of leadership. Small group work and personal exercises lead to the specification of a personal career development strategy.

Navigating your future

Carleton University's Centre for Women in Politics and Public Leadership, part of the School of Public Policy and Administration, together with key partners and sponsoring organizations for this program, is uniquely positioned to deliver this leadership program for women. Studies by Deloitte, The Conference Board of Canada, McKinsey, Mercer Consulting, and top financial institutions, among others, have documented the importance of women's contributions to the success of corporations all over the globe.

In industries where women are currently under-represented, this leadership program will help you to create the conditions for your success as you navigate the pathways to your future.

Join us for this leadership program and create a business advantage for your organization as you help to lead your organization's success! Registration information is at <http://carleton.ca/cwppl/>.

Contact Information and Program Seats

Organizations serving as sponsors for the program will receive seats in the program at a preferred rate. Individual seats are also available. Travel, accommodations and living expenses are paid for by the participants in the program.

For more information, please contact:

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“Organizations do not have sufficient programs to maintain adequate levels of talented women in the leadership pipeline. Canada scored notably lower than the average in its current level of programs targeted to the development needs of women leaders, with 63% of organizations offering no activities or programs.”

Mercer, Women’s Leadership Development Survey, 2010