

All times noted are in Eastern U.S. (Boston, MA) time zone.

Day 1

WHO ARE WE AS LEADERS?

8:00a – 9:00a

Setting the scene

- *Ground rules and frames*
- *Introductions are the room*

9:00a – 1:00p
w/ break

What got us here?

- *The River of Life exercise: what got you here; what's worked for you; what themes and patterns merge for you?*
- *Busting the two myths of authentic leadership*
- *What's your 'sweet spot' – passion, anger, superpowers, needs*

1:00p – 1:45p

Break

1:45p – 3:30p

What holds women back?

- *Why women don't rise – the main themes from the research*
- *Solutions and tips that can help*

3:30p – 3:45p

Break

3:45p – 5:15p

What holds women back? (cont'd.)

- *Which of these apply to you? Individual reflection, then small group discussion*

5:15p – 6:00p

Learnings from today

6:00p – 9:00p

Drinks and Group Dinner

DAY 2

DEVELOPING OUR VOICE AT THE TABLE

8:00a – 8:30a

Reflections so far

8:30a – 11:00a
w/break

Developing the network you need

- *Diagnosing your current network for biases, gaps and over-dependencies*
- *Insights and actions: creating a network that's fit for your future*

11:15a – 1:00p

Developing a Powerful Voice at the Table

- *The four types of power – which ones do you have?*
- *The relationship between confidence/self-belief and behaviour; navigating the 'double-bind'*
- *Thinking about the physicality of power – tips*

1:00p – 1:45

Break

DAY 2 (cont'd)

1:45p – 3:00p

Developing a Powerful Voice at the Table (cont'd.)

Individual reflection then small group discussion on:

- *Which type(s) of power do you need to acquire?*
- *How can your network help you?*
- *How can you help others navigate the double-bind?*

3:15p – 5:30p

Communicating with Impact Women and the 'Vision Thing'

- *How to structure a clear, memorable message*
- *Time to write your own leadership message or 'elevator pitch'*

5:30p – 6:00p

Learnings from today

6:00p – 7:30p

Panel/fireside chat on networks and power (*over drinks and hors d'oeuvres*)

DAY 3

DEVELOPING GRAVITAS AND IMPACT

8:00a – 8:30a

Reflections so far

8:30a – 11:30a

Leading Physically to Develop Presence and Gravitas

- *How you come across – what impression are you creating?*
- *Critical Techniques for confidence and performance: centring, breathing, body mirroring, physical modelling*

11:30a – 11:45a

Break

11:45a – 1:00p

Practicing our Messages

- *Practice sessions, with feedback and coaching, repeat practice*

1:00p – 1:45p

Break

1:45p – 5:00p

Effective Negotiation

w/ break

- *What the empirical research tells us: key ideas, tips and techniques*
- *How these especially apply to women*

5:00p – 5:30p

Learnings from today

5:30p – 6:30p

Panel/fireside chat on today's theme (*e.g. owning the room*)

DAY 4

APPLYING THIS TO OUR WORLDS

8:00a – 8:30a

Reflections so far

8:30a – 11:15a

Putting our learning into action

- *Participants craft their plans for achieving their career goal, using ideas and tools from the program, and their "elevator pitch"*
- *Small-group practise and discussion; getting feedback and more ideas*
- *Plenary debrief of the themes emerging – what's improved and what's still of concern?*

DAY 4 (cont'd)

11:15a – 11:30a

Break

11:30a – 1:00p

Changing our organizations

- *How do we pass these learnings on to others?*
- *Beyond mentoring, sponsoring and allying: using our agency to change our organizations to make it easier for other women*

1:00p – 2:30p

Break

2:30p – 4:15p

What might still hold you back: understanding our immunity to change

- *The Five Column Exercise: what you need to let go of to be the leader you want to be?*

4:15p – 4:30p

Break

4:30p – 4:45p

What will you do: commitments and next steps?

- *What will you do differently as a result of this week? Video 'Postcards from the Future'*
- *Commitments to each other*

4:45p – 5:00p

Reflections on the day and on the Program