

WOMEN LEAD.

MARCH–SEPTEMBER 2020



University of Dayton
**Center for
Leadership**

WOMEN LEAD. 2020

3/12	PM: Your Field Guide to Women Lead	Liz Miller & Maddie Weiler
3/25	AM: Navigating Your Identity: Who You Are is How You Lead	Jennifer Robin. PhD
3/25	PM: Leveraging Mentorship for Growth	Liz Miller
4/15	Dismantling the Double Bind	Deborah Streeter. PhD
4/21	(*CHOOSE BETWEEN THE TWO DATES) AM: Linkage's Advancing Women Leaders (AWL) 360° Assessment Group Feedback Session PM: Linkage's Advancing Women Leaders (AWL) 360° Assessment Group Feedback Session	Brent Kondritz. PhD
4/22		
5/6	High-Impact Communication for Women Leaders	Claire Scott Miller
5/13	Maximizing Influence: Develop Your Positional and Personal Power	Margaret Hopkins. PhD
6/17	Managing Conflict and Difficult Conversations: Know Your Triggers	Valarie Willis
6/30	Unleashing Your Inner Negotiator	Elizabeth Suarez
7/21	Designing Your Best Life: Create Your Personal Career Map	Jeanne Hey. PhD
8/11	Learn, Lead, and Serve	Maddie Weiler
9/1	Leadership & Work-Life Integration: The Hustle Without the Burnout	Diane Egbers
9/1	Graduation	Liz Miller & Maddie Weiler

937-229-3115 | LEADERSHIP.UDAYTON.EDU

Don't just set the bar **BREAK THE BAR!**

Calling all women leaders

who want to challenge themselves to career exploration and continue to rise in their organization. You're already leading, use this program to take your leadership skills to the next level. Immerse yourself in this 7-month leadership experience where you will be among other top women leaders creating a vibrant new ecosystem. Listen to them, learn from them, and connect with them. Through Women Lead. the Center for Leadership intends to give you the additional tools and insights needed to expand your positive impact on your organization and community and continue to rise with purpose.

Women Lead.

facilitators bring passion and real-world experience to each program. They have been in the trenches just like you! Additionally, research driven curriculum with an intersectional approach will include tools and hands-on skills practice that can be immediately used to increase your leadership effectiveness. Your leadership skills will be elevated through interactive programs, and an in-depth research-based assessment. Linkage's Advancing Women Leaders (AWL) 360° Assessment offers critical insight into your leadership strengths. Excellent facilitators, dynamic curriculum, and a new network of accomplished women leaders ensure this program will be a transformative experience for you both professionally and personally.

What are the Benefits of the Women Lead. Program?

- **BUILD YOUR LEADERSHIP SKILLS:** Fine-tune your critical leadership competencies while engaging in introspection and honing your power and influence. By examining the external and internal factors impacting you as a leader, you'll take your leadership to the next level.
- **IDENTIFY & CULTIVATE YOUR STRENGTHS:** Linkage's Advancing Women Leaders (AWL) 360° Assessment will provide honest feedback on your leadership style, your strengths, and where you have opportunities for growth.
- **NETWORKING & ADVISORS:** You will meet, connect, and learn from the strong and successful women in the room, developing a rich peer support network.
- **PASSIONATE & EXPERIENCED FACILITATORS:** Women Lead. facilitators have diverse backgrounds in leadership, education, and experience to provide engaging sessions that will equip you with tools to take back to your workplace and assist in navigating your career.
- **CONTINUE TO BE INSPIRED:** Following your Women Lead. experience, you are invited to join us back at the Center for Leadership for an Executive Program of your choice. Our 2020 lineup of executive speakers includes Sally Helgesen, author of *How Women Rise* and cited in Forbes as the world's premier expert on women's leadership.

Who Will Most Benefit from Women Lead.?

- Those who are accomplished leaders serious about their development and ready to further refine their own personal brand of leadership.
- Those who lead teams and are dedicated to achieving a high level of performance and excellence.
- Those who can be vulnerable, want to think introspectively, and cultivate their strengths.
- Those who want to be surrounded by other diverse, high-achieving, and uplifting female influences.
- Those who are not afraid to be challenged and do not want a run-of-the-mill training.

YOUR FIELD GUIDE TO WOMEN LEAD. | 3/12 PM

Facilitated by: Liz Miller & Maddie Weiler

This program is your kick-off to a transformative leadership experience. During the course of the program, we will give you your field guide to Women Lead. A top priority for this program is beginning to develop powerful connections to other women leaders in your new learning ecosystem. We will also take a comprehensive look at how to maximize your success in the Women Lead. program through an informative look at the best practices and logistics necessary to equip you with exactly what you need to challenge yourself to be the most effective leader you can be.

NAVIGATING YOUR IDENTITY: WHO YOU ARE IS HOW YOU LEAD | 3/25 AM

Facilitated by: Jennifer Robin, Ph.D.

The fundamental question of identity - "Who are you?" - is not always easily answered or accurately perceived. Many women feel the need to change something about themselves in order to fit in at work. In this program, you will talk candidly about what identity-management is necessary, what seems forced and what may cause unnecessary stress. You will consider the basics of social identity, how women in leadership face inaccurate perceptions of their identity, and how an organization's culture can make negotiating one's own identity at work easier.

LEVERAGING MENTORSHIP FOR GROWTH | 3/25 PM

Facilitated by: Liz Miller

In this program, you set a foundation for you and your mentor to discuss and leverage preferred styles of mentoring, the frequency of your meetings, and ensure that the strategies used in the coming mentoring meetings allow for career mapping and goal setting to be maximized. These advising sessions will give you the opportunity to build self-awareness on how your behaviors are perceived and what is needed to be recognized as a high impact leader. Your mentor and you will be trained to effectively discuss and strategize around what drives your sense of purpose and how your work aligns with your view of the world, what can be capitalized on, and what needs to change TODAY!

DISMANTLING THE DOUBLE BIND | 4/15

Facilitated by: Deborah Streeter, Ph. D.

To successfully navigate the so-called "Double Bind," you have to understand the concept and how it's impacting you. When ambitious women behave in ways that are bold or project power, they are often seen as dominating, overly ambitious, or unlikeable, but if female leaders don't act in a "take charge" mode, they can be perceived as weak and ineffective. To make it even more complicated, interactions between co-workers are impacted by personality type factors navigating the double bind. To dismantle the double bind, you'll learn how to identify and deal with situations in which the double bind is keeping you from achieving your leadership and career goals.

LINKAGE'S ADVANCING WOMEN LEADERS (AWL) 360° ASSESMENT GROUP FEEDBACK SESSION | 4/21 8:30-11:00AM | 4/22 1:00-3:30PM (*CHOOSE BETWEEN THE TWO DATES)

Facilitated by: Brent Kondritz, Ph.D.

Feedback and insight is key to self-awareness and improvement. Your Linkage's Advancing Women Leaders (AWL) 360° Assesment report represents an opportunity to build self-awareness through a detailed examination of how your leadership behaviors are perceived. This introspective review will give you powerful tools for development through insights that cover your leadership strengths and areas of opportunity to continue to develop. You will leave the program with a framework to complete a development plan to share with your manager, mentor, and others to help improve your leadership and accountability.

HIGH-IMPACT COMMUNICATION FOR WOMEN LEADERS | 5/6

Facilitated by: Claire Scott Miller

There is tremendous complexity of communication across genders. Your communication strategies must be both sophisticated and flexible. The expectations regarding communication at work, traditionally developed by men for men, can cast women as displaying either too much or too little of a male-preferred form of communication. These conclusions can interfere with the recognition of the value of women's ways of thinking and communicating and inhibit their contributions to organizational problem-solving and innovation. This researched-based incisive program describes the fundamental differences in the ways women and men communicate. It also explores how these differences influence the way people communicate job commitment, expertise, and leadership competencies.



MAXIMIZING INFLUENCE: DEVELOP YOUR POSITIONAL & PERSONAL POWER | 5/13

Facilitated by: Margaret Hopkins, Ph.D.

To maximize leadership potential, you must be particularly savvy in dealing with the unspoken reality of organizational politics. Organizational politics play a big part in how well you get things done on the job. A high-performance career involves being comfortable with positional and personal power as well as knowing how to read organizational cues. In this program, you will examine the various challenges around organizational politics and learn strategies to proactively improve your power and influence and increase your political acumen through case studies, self-assessments, and lively interactive discussions.

MANAGING CONFLICT AND DIFFICULT CONVERSATIONS: KNOW YOUR TRIGGERS | 6/17

Facilitated by: Valarie Willis

Conflict and tough conversations can stall projects, create toxic cultures, and derail a woman's career if improperly handled. Conflict erodes trust and costs organizations billions of dollars annually. Women may feel that they need to sidestep conflict and difficult conversations, however, this program will show how to successfully step into a conflict and difficult conversations with confidence.

UNLEASHING YOUR INNER NEGOTIATOR | 6/30

Facilitated by: Elizabeth Suarez

Negotiation is a critical skill for women leaders, but most leaders haven't been equipped with the essential tools to effectively negotiate. Multiple studies illustrate how a lack of confidence in negotiating is a detriment for most leaders. Do not let the fear of negotiating get you stuck! This training will help you understand the key aspects of how to successfully manage any type of professional and personal negotiation, whether that be a salary increase, leadership role request, etc. You will leave this program with stronger negotiation skills allowing you to better negotiate anything necessary and advocate strongly and decisively for what you want in life.

DESIGNING YOUR BEST LIFE: CREATE YOUR PERSONAL CAREER MAP | 7/21

Facilitated by: Jeanne Hey, Ph.D.

How does your work align with the life you wish to live? Are you often too busy balancing career tasks and family obligations to dedicate time to planning your professional future? This program engages you in an exercise designed to imagine and plan for different career paths beyond your current professional setting. For each potential career trajectory, you will explore important questions, including: What skills do I need, will this path make me happy, what personal and family factors must I consider, and who will I need to talk with to make this a reality? You will complete a career map that will guide your path to a carefully-chosen future which you can employ in years to come.

LEARN, LEAD, AND SERVE | 8/11

Facilitated by: Maddie Weiler

A leader's responsibility to make a difference extends beyond her professional life. By leveraging the connections you've made and the women's organizations you're already supporting, this program will explore opportunities for leaders to skillfully step into service and deepen their impact in the community. Through the combined power of the women leaders in the group, the day will be spent serving the Dayton community and making a difference for women in our area. The collaborative nature of this experience is sure to provide a unique advantage to nonprofit organizations looking to achieve extraordinary things.

LEADERSHIP AND WORK-LIFE INTEGRATION: THE HUSTLE WITHOUT THE BURNOUT | 9/1

Facilitated by: Diane Egbers

Understanding the need to focus on well-being is paramount to enhancing work-life integration for women leaders. In this program, numerous well-being strategies will be shared to incorporate into the daily lives of women leaders. This dynamic program encourages women leaders to assess overall insights to examine elements of purpose, passion, relationships, and vision that contribute to well-being at work and in life. A wrap-up of the program will be done by assessing your credibility as a leader and developing an action plan.

