

WOMEN LEAD. CERTIFICATE



University of Dayton
Center for Leadership



WHAT IS THE WOMEN LEAD. CERTIFICATE?

If you are a leader looking to challenge yourself, explore new career horizons, and continue to rise within your organization, this cohort is for you. Women Lead. offers a unique six-month leadership experience designed to elevate your skills and impact. Join other top leaders in creating a vibrant new ecosystem where you can listen, learn, and connect. This cohort aims to provide you with the additional tools and insights needed to enhance your positive influence within your organization and community, propelling you to rise with purpose. This experience is not about teaching you how to lead—you are already a leader. Instead, it is about expanding your impact and fostering a space for growth and purpose.

Women Lead. programs are a dynamic blend of discussion, practical application, and personal reflection. Led by expert facilitators, including bestselling authors and cutting-edge researchers, the cohort takes an intersectional approach, recognizing the diverse experiences of women. This immersive experience not only strengthens your leadership impact but also helps you build a rich peer network. Women Lead. offers a transformative experience for you, both professionally and personally.

WHAT ARE THE BENEFITS OF THE WOMEN LEAD. CERTIFICATE?

- **Build a powerful peer network.** Share experiences and cultivate lasting professional relationships.
- **Expand your impact.** Strengthen your leadership skills through introspection, practical application, and dynamic discussions. The curriculum is tailored to recognize and address the unique experiences of women while exploring the internal and external factors influencing your power, presence, and influence.
- **Gain meaningful insights into your leadership.** Identify potential internal hurdles through the SHRM Linkage Advancing Women Leaders 360° Assessment™.
- **Learn from experienced facilitators.** Engage with practitioners who bring passion, perspective, and real-world experience, having faced similar challenges in their own leadership journeys.
- **Put learning into action.** Gain hands-on skills and tools that can be immediately applied to increase your effectiveness as a leader.
- **Continue your leadership journey.** Upon successful completion of the cohort, attend a complimentary Executive Development program of your choice to support continued growth and development.

WHO IS AN IDEAL CANDIDATE FOR THE WOMEN LEAD. CERTIFICATE?

Women Lead. is ideal for leaders at all levels who are ready to lean in with intention, drive change, and shape the future. This cohort is designed for leaders who embrace challenges, seek more than standard training, and value the opportunity to connect with a diverse, high-achieving, and supportive network of peers. While this program is focused on the unique needs and challenges of women leaders, all leaders – regardless of sex or gender identity – are welcome to participate.



WOMEN LEAD. 2027

3/11	Your Field Guide to Women Lead.
3/23	Navigating Your Identity: Who You Are Is How You Lead
3/23	This Is Us! Identifying, Recognizing & Leveraging the Value of ALL Leaders
4/15	Leveraging Mentorship for Growth
4/27	SHRM Linkage Advancing Women Leaders 360° Assessment™ Group Feedback
5/12	The Inner Game of Communication
5/26	Managing Conflict & Difficult Conversations
6/8	Supercharging Your Influence: Gain Power & Confidence
6/22	Unleashing Your Inner Negotiator
7/15	Designing Your Best Life: Create Your Personal Career Map
7/21	Learn, Lead & Serve
8/24	Leadership & Work-Life Integration: The Hustle Without the Burnout



EVERY LEADER HAS A UNIQUE PATH. LET US BE YOUR GUIDE.

Identify the competency or skill you are looking to develop from the list below, and find your programs that will address that skill. Program dates and descriptions are listed in detail throughout this document.

FACTOR I: THOUGHT

☐ Balances Stakeholders

- SHRM Linkage Advancing Women Leaders 360° Assessment™ Group Feedback

☐ Customer Focus

- Learn, Lead & Serve

☐ Manages Complexity

- Unleashing Your Inner Negotiator

FACTOR II: RESULTS

☐ Drives Results

- Designing Your Best Life: Create Your Personal Career Map
- Supercharging Your Influence: Gain Power & Confidence
- The Inner Game of Communication
- Unleashing Your Inner Negotiator

☐ Optimizes Work Processes

- Learn, Lead & Serve

☐ Resourcefulness

- Learn, Lead & Serve

FACTOR III: PEOPLE

☐ Builds Networks

- Learn, Lead & Serve
- Leveraging Mentorship for Growth
- This Is Us! Identifying, Recognizing & Leveraging the Value of ALL Leaders

☐ Collaborates

- Managing Conflict & Difficult Conversations

☐ Communicates Effectively

- Managing Conflict & Difficult Conversations
- Supercharging Your Influence: Gain Power & Confidence
- The Inner Game of Communication
- Unleashing Your Inner Negotiator

☐ Drives Engagement

- Leadership & Work-Life Integration: The Hustle Without the Burnout
- Leveraging Mentorship for Growth
- This Is Us! Identifying, Recognizing & Leveraging the Value of ALL Leaders

☐ Drives Vision & Purpose

- Designing Your Best Life: Create Your Personal Career Map
- Leadership & Work-Life Integration: The Hustle Without the Burnout
- The Inner Game of Communication

☐ Interpersonal Savvy

- Leveraging Mentorship for Growth
- Managing Conflict & Difficult Conversations
- Navigating Your Identity: Who You Are Is How You Lead
- Supercharging Your Influence: Gain Power & Confidence
- This Is Us! Identifying, Recognizing & Leveraging the Value of ALL Leaders

☐ Manages Conflict

- Managing Conflict & Difficult Conversations
- Unleashing Your Inner Negotiator

☐ Organizational Savvy

- Learn, Lead & Serve
- Supercharging Your Influence: Gain Power & Confidence

☐ Persuades

- Supercharging Your Influence: Gain Power & Confidence
- The Inner Game of Communication
- Unleashing Your Inner Negotiator

☐ Situational Adaptability

- Leadership & Work-Life Integration: The Hustle Without the Burnout
- Navigating Your Identity: Who You Are Is How You Lead

☐ Values Differences

- Navigating Your Identity: Who You Are Is How You Lead
- SHRM Linkage Advancing Women Leaders 360° Assessment™ Group Feedback
- This Is Us! Identifying, Recognizing & Leveraging the Value of ALL Leaders

FACTOR IV: SELF

☐ Being Resilient

- Designing Your Best Life: Create Your Personal Career Map
- Leadership & Work-Life Integration: The Hustle Without the Burnout
- SHRM Linkage Advancing Women Leaders 360° Assessment™ Group Feedback

☐ Courage

- Leadership & Work-Life Integration: The Hustle Without the Burnout

☐ Demonstrates Self-Awareness

- Designing Your Best Life: Create Your Personal Career Map
- Leveraging Mentorship for Growth
- Navigating Your Identity: Who You Are Is How You Lead
- SHRM Linkage Advancing Women Leaders 360° Assessment™ Group Feedback
- This Is Us! Identifying, Recognizing & Leveraging the Value of ALL Leaders

☐ Instills Trust

- Managing Conflict & Difficult Conversations
- The Inner Game of Communication

☐ Self-Development

- Designing Your Best Life: Create Your Personal Career Map
- Leveraging Mentorship for Growth
- Navigating Your Identity: Who You Are Is How You Lead
- SHRM Linkage Advancing Women Leaders 360° Assessment™ Group Feedback



YOUR FIELD GUIDE TO WOMEN LEAD.

3/11 | 2:00 PM – 4:00 PM

Orientation equips you with essential tools to maximize your experience, foster meaningful connections with fellow leaders, and set the stage for impactful learning. You explore the certificate structure, identify key engagement strategies, and develop a plan to fully leverage the ecosystem of growth and support offered by Women Lead.

NAVIGATING YOUR IDENTITY: WHO YOU ARE IS HOW YOU LEAD

3/23 | 9:00 AM – 12:00 PM

Explore the nuances of personal and social identity, and how they intersect with leadership. Through reflective dialogue and collaborative learning, you embrace your unique identity, enhance your ability to lead authentically, and navigate challenges tied to perception and workplace dynamics.

This program will help leaders:

- Articulate key elements of personal identity and their relevance to leadership roles.
- Examine workplace dynamics that impact identity management.
- Design strategies for embracing authenticity as a fundamental core of the Women Lead. experience and leadership framework.

Competency / Skill: Demonstrates Self-Awareness, Interpersonal Savvy, Self-Development, Situational Adaptability, Values Differences

THIS IS US! IDENTIFYING, RECOGNIZING & LEVERAGING THE VALUE OF ALL LEADERS

3/23 | 1:00 PM – 4:00 PM

Strengthen collaboration and inclusion with “This Is Us!” Recognize and leverage the value of diverse perspectives to foster authentic connections that drive organizational success. Through engaging experiential activities, you cultivate strategies to build belonging, align shared values, and inspire trust within teams.

This program will help leaders:

- Examine the principles of belonging and their influence on leadership effectiveness.
- Demonstrate skills to foster positive workplace cultures and harmonious group dynamics.
- Apply experiential learning techniques to enhance collaboration and engagement.

Competency / Skill: Builds Networks, Demonstrates Self-Awareness, Drives Engagement, Interpersonal Savvy, Values Differences

LEVERAGING MENTORSHIP FOR GROWTH

4/15 | 9:00 AM – 12:00 PM

Establish a strong mentor-protégé dynamic by assessing coaching styles, strategizing mentorship goals, and implementing practical approaches to sustain a successful relationship. You build self-awareness, leverage new perspectives, and strategically meet objectives through formalized mentoring.

This program will help leaders:

- Assess and align coaching styles to foster a productive mentoring relationship.
- Apply frameworks to set and achieve mentoring goals.
- Collaborate on a real-world challenge to establish actionable development tactics.

Competency / Skill: Builds Networks, Demonstrates Self-Awareness, Drives Engagement, Interpersonal Savvy, Self-Development

SHRM LINKAGE ADVANCING WOMEN LEADERS 360° ASSESSMENT™ GROUP FEEDBACK

4/27 | 9:00 AM – 12:00 PM

Leverage the SHRM Linkage Advancing Women Leaders 360° Assessment™ to gain unparalleled insights into your leadership journey. You assess your leadership strengths, identify areas for improvement, and surface internal hurdles to overcome. With this clarity, you prioritize development opportunities to accelerate your growth and enhance your professional impact.

This program will help leaders:

- Interpret feedback from the 360° Assessment to identify leadership strengths and opportunities.
- Analyze internal hurdles and their impact on professional growth.
- Create a tailored development plan that maximizes your strengths and positively impacts areas of opportunity.

Competency / Skill: Balances Stakeholders, Being Resilient, Demonstrates Self-Awareness, Self-Development, Values Differences

THE INNER GAME OF COMMUNICATION

5/12 | 9:00 AM – 4:00 PM

Navigate communication challenges associated with biases that can position you as either too “soft” or too “aggressive.” By going beyond surface-level techniques and focusing on the internal mindset and adaptive strategies needed for impactful communication, you strengthen your ability to lead with clarity, conviction, and kindness. You explore personal challenges, practice effective communication strategies, develop emotional agility to communicate effectively, and enhance your leadership impact.

This program will help leaders:

- Identify personal communication barriers and adaptive challenges.
- Practice strategies for clear, effective, and confident communication.
- Create a feedback culture to promote growth and trust within teams.

Competency / Skill: Communicates Effectively, Drives Results, Drives Vision & Purpose, Instills Trust, Persuades

MANAGING CONFLICT & DIFFICULT CONVERSATIONS

5/26 | 9:00 AM – 4:00 PM

Transform conflict into opportunities for growth and innovation by identifying triggers and preparing for challenging conversations. You cultivate trust within your teams, strengthen team dynamics, and drive organizational success through constructive conflict engagement.

This program will help leaders:

- Analyze conflict styles and personal triggers to enhance resolution strategies.
- Demonstrate confidence in addressing difficult conversations.
- Foster trust to create team environments conducive to healthy conflict.

Competency / Skill: Collaborates, Communicates Effectively, Instills Trust, Interpersonal Savvy, Manages Conflict

SUPERCHARGING YOUR INFLUENCE: GAIN POWER & CONFIDENCE

6/8 | 9:00 AM – 4:00 PM

Strengthen your influence by identifying your personal influence style and developing strategies to enhance your impact. You build confidence to lead with authority. Elevate your capacity to drive change and achieve lasting results in your organization.

This program will help leaders:

- Examine the dynamics of influence and their role in leadership success.
- Develop personalized strategies to enhance your influence style.
- Apply techniques to drive action.

Competency / Skill: Communicates Effectively, Drives Results, Interpersonal Savvy, Organizational Savvy, Persuades

UNLEASHING YOUR INNER NEGOTIATOR

6/22 | 9:00 AM – 4:00 PM

Enhance negotiation effectiveness by implementing proven strategies to build confidence, manage perceptions, and achieve successful outcomes. You develop practical skills to negotiate effectively in any scenario, from salary discussions to strategic leadership roles.

This program will help leaders:

- Analyze the Five Bargaining Styles and determine when to use each.
- Demonstrate confidence and trust-building strategies in negotiation settings.
- Create effective networking plans to support professional goals.

Competency / Skill: Communicates Effectively, Drives Results, Manages Complexity, Manages Conflict, Persuades

DESIGNING YOUR BEST LIFE: CREATE YOUR PERSONAL CAREER MAP

7/15 | 9:00 AM – 4:00 PM

Chart a clear path to your professional aspirations. Evaluate your career trajectory, prioritize personal and professional factors, and create a detailed career map to achieve alignment with your long-term goals. By embracing intentional career planning, you discover the power to achieve fulfillment and success.

This program will help leaders:

- Assess current career goals and their alignment with personal values.
- Plan for multiple career trajectories, identify potential skills, and resources.
- Develop a comprehensive career map to guide future decisions.

Competency / Skill: Being Resilient, Demonstrates Self-Awareness, Drives Results, Drives Vision & Purpose, Self-Development

LEARN, LEAD & SERVE

7/21 | 9:00 AM – 4:00 PM

Engage in meaningful service by exploring the connection between professional leadership and community involvement. You strengthen your ability to lead with purpose, expand your leadership capabilities, and create tangible impact beyond your organization.

This program will help leaders:

- Differentiate between leadership in professional and community contexts.
- Evaluate personal values and their impact on leadership and service commitments.
- Apply leadership skills in community service projects to drive meaningful change.

Competency / Skill: Builds Networks, Customer Focus, Optimizes Work Processes, Organizational Savvy, Resourcefulness

LEADERSHIP & WORK-LIFE INTEGRATION: THE HUSTLE WITHOUT THE BURNOUT

8/24 | 9:00 AM – 4:00 PM

Achieve greater balance and purpose through “Leadership & Work-Life Integration.” You elevate your well-being, align values with intentional action, and implement strategies that sustain energy, focus, and performance. Learn to lead with authenticity and presence while creating meaningful alignment between your personal and professional life.

This program will help leaders:

- Evaluate the role of well-being in effective leadership.
- Define actionable steps for achieving work-life harmony.
- Implement energy management techniques to sustain personal and professional alignment.

Competency / Skill: Being Resilient, Courage, Drives Engagement, Drives Vision & Purpose, Situational Adaptability