


<p>Programs</p>	<div style="text-align: center;">  <p>Grow the Talent That Will Grow Your Company</p> </div>
<p>Audience, Engagement and Assessments</p>	<ul style="list-style-type: none"> • Early Career/Emerging Female talent • Maximum five women from each company • 360 Assessment • Learning Integration Assignments • Team and Mid-Career Mentoring • Provide support for Participant's Manager to Guide Learning Integrations • Six-month program - monthly sessions
<p>Developmental Goal</p>	<p>Prepares Early Career Emerging Female Talent to step into roles of broader Influence and Impact</p> <p>Area of Focus:</p> <ul style="list-style-type: none"> • Career management - create focus, awareness, and agility • Relationships - Expand Influence and Increase business impact • Tolerance for Ambiguity • Adaptability/Navigating Change • Openness to Differences • Risk Taking • Building Effective Teams • Organizational Savvy
<p>Anticipated Outcomes</p>	<ul style="list-style-type: none"> • Increased Self-Awareness, enhancing agility to adapt to Business Environment with speed and flexibility • Confident Contributors with heightened business Acumen, Organizational Savvy, ownership of career goals and path • Enhanced ability to form relationships and Networks to collaborate, Influence and successfully drive results • Strengthened communication and confidence showcasing the skill to build credibility and seek opportunities • Innovative thinkers who successfully Navigate a Global Business and contribute to the organization's success • Catalyst of productive change, challenging status quo and developing new approaches to business issues

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<p>Programs</p>	<div style="text-align: center;">  <p>Learn Engage Achieve Deliver</p> </div>
<p>Audience, Engagement and Assessments</p>	<ul style="list-style-type: none"> • Mid-level Managers with a minimum of seven-years of experience • Maximum five women from each company • 360 Leadership Assessment • Communication Style Assessment • Learning Integration Assignments • Team and Senior Leader Mentoring • Provide Support for Participant’s Manager to Guide Learning Integration • One-year program – monthly sessions
<p>Developmental Goal</p>	<ul style="list-style-type: none"> • Prepares mid-level managers for transition from tactical roles to strategic (less defined role) • Gain insight in how to create effective business relationships (mentors, network) • Foster strategies to effectively manage ambiguity and change <p>Area of Focus:</p> <ul style="list-style-type: none"> • Expanding learning and growth mindset • Self-awareness/self-development • Career management – create focus, awareness, and agility • Strategic developmental • Relationship management (Network/Mentors) • Establishing business priorities • Leadership Presence • Influence and Impact • Risk/Decision Making
<p>Anticipated Outcomes</p>	<ul style="list-style-type: none"> • Ability to Pivot quickly in Current Business Climate • Bolster Leadership Agility in Mindset and Capabilities Skillset • Leverage Team and Key Relationships to achieve Business Goals • Deepen Business Acumen to increase Organization Impact • Heightened Self-Awareness with increased Ability to Lead others with Clarity and Focus (even in times of uncertainty) • Leading during times of Ambiguity • Broaden Perspective and Business Acumen • Increased Delegation and Focus on Higher Priority, Higher Impact Work • Gain Clarity and Intentionality about Career Growth & Choices

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