



Welcome to the WOMEN Unlimited, Inc. IMpower Program!

In recognition of your achievements, your potential, and contribution to your company, you have been selected to participate in a nationally acclaimed cross-organizational development program.

During the IMpower program, you will gain a broadened perspective and a greater understanding of yourself, your opportunities, and your organization. The combination of mentoring, education and networking program experiences creates a dynamic learning environment for growth and development. By “Developing Leaders Who Deliver Results”, the IMpower journey positions you for long term success in today’s complex, evolving, global business world.

In addition, your peer mentors and group mentors will serve as valuable resources to you, and will provide support, insights and encouragement as you continue toward achievement of your personal and professional goals.

We are confident that you will benefit from participating in this program and that you will enjoy meeting, getting to know, and sharing ideas with the other program participants who will be experiencing this opportunity with you.

If there is anything that we can do to help make your learning experience more rewarding please do not hesitate to let us know.

Once again, welcome to the WOMEN Unlimited, Inc. IMpower Program!

A handwritten signature in black ink that reads "Rosina L. Racioppi".

Dr. Rosina L. Racioppi
President & CEO
WOMEN Unlimited, Inc.



SELF AWARE

1. Owning your Career: Focus, Awareness & Agility

Agile Learners engage in self-reflection, display self-awareness, seek feedback and adapt to the business environment with speed and flexibility.

This session introduces the overall goals and objectives of the WOMEN Unlimited IMpower program. It focuses on self-awareness, authenticity, and being intentional about your career. You will have the opportunity to explore major challenges and opportunities high achieving women face in an ever-evolving business environment. You will develop strategies to stay focused and open to learning, growth, and impact.

In addition, you will learn how to interpret the results of your 360 Assessment, with an emphasis on identifying and leveraging your key strengths. This process provides the foundation for creating a development plan that enhances your personal and professional effectiveness, and positions you for long term career success.

Finally, you will be partnered with formal peer mentors, who will support your growth, challenge your thinking, and provide mentoring, feedback, and accountability on your IMpower goals.

2. Savvy Relationships: Expanding Your Influence and Increasing Your Impact

Relationship Builders know how to develop and use their networks within and outside their organizations to increase collaboration, influence effectively, and drive results.

As you continue to progress in an organization, it is impossible to “do it all yourself”. Given the complex matrix nature of most organizations, it is crucial to know how to collaborate effectively, develop strong relationships, and leverage the talents of others to meet key goals.

This session provides the skills needed to intentionally build developmental relationships for career sustainability. Topics include strategies for building stronger alliances, increasing your sphere of influence, and creating a personal “board of directors.” In addition, you will meet with peer and external mentors, for practical insights and advice on leveraging your relationships to enhance your interpersonal and organizational savvy.



BUILD RELATIONSHIPS



3. Developing “Brand You”: Confident. Visible. Vocal

Talented Communicators know how to speak up and step up to build credibility and seek opportunities.

“It’s not what you know, it’s who knows you know.”

Being good at your job is expected. What makes you stand out and be heard is your ability to communicate with both confidence AND competence. In this session, we will identify and practice the key changes that will enable you to be more credible and compelling when speaking anywhere, anytime, with anyone. The key pillars of “Brand You” we will explore include: the ability to demonstrate confidence in high stakes situations, an awareness of your key strengths and differentiators, and the courage and conviction to articulate your value and contributions in a positive way.

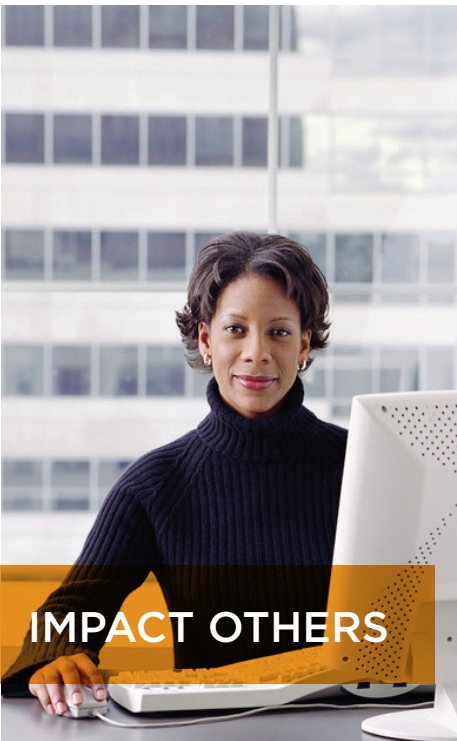
Throughout the day, you will work with your peers and mentors to refine and communicate your personal brand, eliminate credibility killers, and increase your confidence in delivering clear and consistent messages that build your visibility.

4. Bolstering Your Business Impact: Personally and Virtually

Confident Contributors and Talented Communicators know how to build credibility by adapting to diverse situations, speaking up, and communicating effectively in a virtual environment.

During this full day of development, the key focus is on increasing your virtual impact. Teams will play an active role, working together to develop and deliver an assigned virtual presentation in which external mentors will provide feedback. You will increase your comfort and ability to utilize virtual tools, and demonstrate strong virtual presence, to deliver information clearly and credibly. Topics covered in this session include navigating matrix organizations, virtual collaboration, and increasing visibility.

Peer teams will also work together to assess their progress, identify strategies to strengthen their engagement and connection, and share how they are applying their learnings in their organizations, to deliver results in new and productive ways. Finally, you will each be challenged to identify and meet with a new internal mentor.



IMPACT OTHERS



IMPACT BUSINESS

5. Beyond Your Department-Broadening Your Business Acumen

Confident Contributors possess business acumen, organizational savvy, and clearly understand how to contribute to their organization's immediate and long term profitability.

In this session, we will explore what is needed to deepen your business acumen and financial skills. Broadening acumen doesn't mean knowing it all; it means knowing your business, developing an awareness of the organization's key business drivers and understanding how decisions are made, in order to more effectively position your ideas.

Bottom line: you need to understand what you can do to positively impact your department's business drivers, and use both organizational savvy and data effectively when presenting ideas and opportunities. In addition to reviewing key business and financial concepts, you will work with a team to review a business opportunity, and then create and deliver a proposal to sell your idea. Mentors will provide each team with real time feedback on individual and team strengths, as well as ways to enhance your business acumen and executive influence.



6. Change and Innovation: Your Career Catalysts

Productive Change Agents and Innovative Thinkers embrace and encourage themselves and others to challenge the status quo and develop new approaches to business issues.

In this final session, we will examine how you can become a driving force for innovative change, personally and professionally. We will explore the change "mindset" and review a framework and tools that allow both you, and the teams with whom you interact, to thrive, improve, and seize opportunities for growth. You will look at your own department, pinpoint a key area for improvement and assess how you can drive that innovation.

In keeping with the theme of change, growth and regeneration, you will assess your personal and professional growth and evaluate your key learnings from the IMpower program. As a final task, you will determine next steps for continued career success—"Where do I go from here?"

IMpower Program Process



● IMpower Mentoring / Business Application