



# EMERGING LEADERS

Elevating the careers of ambitious women

## Turn your high-potentials into high-performers

EWF's Emerging Leaders Program was designed for early- and mid-career women ready to supercharge their careers and deliver better results for their companies.

Packed with battle-tested tools, strategies, and insights to help participants figure out what they want and develop the skills they need to get there, it's practical, immediately useful, and proven to help women advance, deliver results, negotiate raises, and find greater professional fulfillment.

A dynamic combination of lecture, discussion, assessments, and workshops, the program goes beyond traditional management training to include strategies to overcome challenges and leverage strengths for women in business.

Want to boost your company's performance?

Invest in women.

**12x**

Companies with **30% women in leadership** are 12 times more likely to be in the **top 20% of financial performers.**

2015 DDI

# PROGRAM BENEFITS

## For Your Organization

- **Strong pipeline.** Identify, develop, and retain trusted talent to fill critical roles.
- **Hiring advantage.** Positioning your organization as a female-friendly workplace gives you an edge in a tight talent market.
- **Improved performance.** Expand the leadership competence, acumen, and diversity of perspective at all levels to build a resilient, adaptable, and empowered organization.

## For Emerging Leaders

- **Career Advancement.** Build the confidence, skillsets, and acumen to get to the next level.
- **Self-awareness and savvy.** Confidently navigate the political and professional landscape for greater impact.
- **Influence and community.** Engage with diverse peers to expand your network and strengthen your influence.

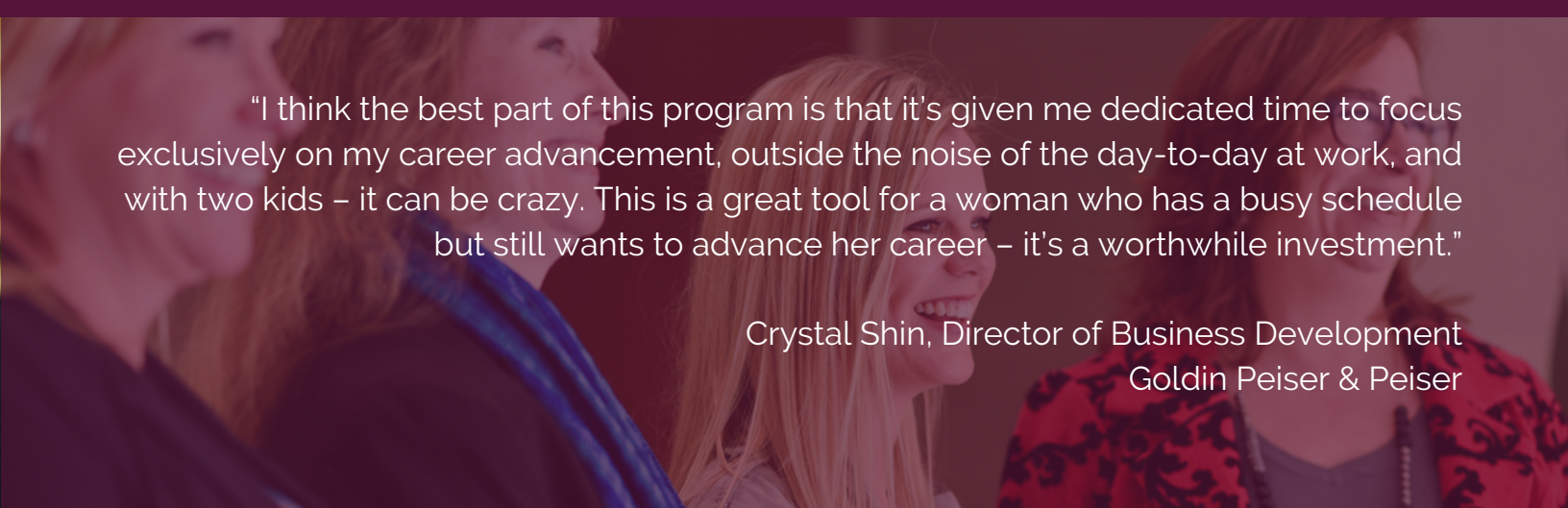
## LOGISTICS & COSTS

- 12 months long
- 1 2-hour, interactive learning session/month
- In-person cohorts open to women in DFW Metroplex; Virtual cohorts open to women in any geography

- \$2,950 per individual
- \$2,500 per person for companies investing in two or more women
- Includes all course materials, Lumina Spark® psychometric assessment, professionally facilitated sessions, and bridgework

APPLY ONLINE:

[ewfinternational.com/  
mid-career/emerging-leaders](http://ewfinternational.com/mid-career/emerging-leaders)



“I think the best part of this program is that it's given me dedicated time to focus exclusively on my career advancement, outside the noise of the day-to-day at work, and with two kids – it can be crazy. This is a great tool for a woman who has a busy schedule but still wants to advance her career – it's a worthwhile investment.”

Crystal Shin, Director of Business Development  
Goldin Peiser & Peiser

# PROGRAM DESIGN

## Module 1

Career Navigation  
& Business Acumen

### Session 1

- Introduction exercise & program overview
- Business case for gender diversity
- Developing a clear career strategy

### Session 2

- Developing strategic, financial, political, and business acumen
- Design thinking and outcome focus

### Session 3

- Leadership Competencies
- EQ vs. IQ: The importance of emotional intelligence and empathy

## Module 2

Communication &  
Self-Awareness

### Session 4

- Perception and career navigation
- The Lumina psychometric model

### Session 5

- Optimizing your leadership style
- Managing your overextended behaviors

### Session 6

- Effective communication across styles and levels
- Leveraging your style to build rapport
- Presentation skills

## Module 3

Managing Perception &  
Building Influence

### Session 7

- Gender, Leadership Derailers & Self-Sabotage
- Managing Perception

### Session 8

- Building your Personal Brand
- Networking to build influence

### Session 9

- Developing and polishing executive presence
- Political savvy and pitfalls for women

## Module 4

Performance  
Management

### Session 10

- Managing up, down, and across
- Moving through the stages of leadership
- Overcoming barriers to delegation

### Session 11

- Crucial conversations
- Team dynamics
- Providing effective feedback

### Session 12

- Negotiation
- Managing perceptual challenges for women in negotiations

"One of my biggest takeaways from the Emerging Leaders class is how intentional I have to be about navigating the corporate landscape if I want to achieve my goal of reaching the C-Suite. About halfway through the program I began navigating a job promotion, and the information learned in the class was instrumental in helping me to negotiate that promotion successfully."

Molly Smith, Vice President, Customer Success, TrinTech