



WOMEN'S LEADERSHIP DEVELOPMENT INTENSIVE PROGRAM

Improving Business Outcomes by
Accelerating Women's Leadership Skills.

ERC
Making Workplaces Great.

 **WOMEN'S
LEADERSHIP
INSTITUTE**

The ERC Women's Leadership Development Intensive Program

Five decades of research has shown that organizations that have women leaders in greater proportion experience better financial performance and organizational reputation, increased employee retention, and improved innovation, creativity, and problem-solving abilities.

Women comprise 51% of the population and 47% of the workforce, and more than 70% of women with children under 18 are employed full-time. Yet, workplace opportunities and leadership positions are often elusive to women – only 21% of senior leadership roles in the U.S. are held by women.

Led by Dr. Kathleen Buse, the ERC Women's Leadership Development Intensive offering is an all-inclusive program designed to improve business outcomes by accelerating women's leadership skills through an immersive and transformative experience for participants.



PROGRAM BENEFITS

The program includes six days in the classroom, a 360° assessment, one-on-one and peer coaching, and step-by-step guidance for each participant to create a personal vision and strategies for a holistic career and life plan. You can live your best life when you:

- Learn why many leadership roles, professions, and industries continue to be male-dominated.
- Recognize explicit and implicit bias in the workplace, and discover how to overcome it.
- Realize the numerous individual and organizational benefits of gender-equal businesses.
- Take a 360° assessment to understand your strengths and opportunities for improvement.
- Become more self-aware, and apply this knowledge to challenging interactions and situations.
- Develop your negotiation, communication, decision-making, and leadership skills.
- Understand the role of confidence in your success and how to increase your level at any stage.
- Discover the role of gender in your job performance and how others perceive you.
- Receive one-on-one coaching from an experienced executive coach.
- Learn how to be a mentor and participate in peer-to-peer coaching.
- Enhance your skills to nurture important, supporting relationships at work and at home.
- Understand organizational politics and how to navigate them effectively.

PROGRAM DIFFERENTIATORS

Experienced Faculty

We staff engaging and gifted facilitators who are experienced business leaders, consultants, and researchers.

Application-Based Learning

Participants are equipped with knowledge and demonstrable skills to achieve success in any organization and in life.

Continuous Advancement

Ongoing support for women and their leaders is available. Quarterly sessions are offered for continued development.

Leading Provider

For over 60 years, ERC has provided talent development strategies for leaders of all levels across the globe.

WHO SHOULD ATTEND

The ERC Women's Leadership Development Intensive Program has been designed for professional women who are currently in a leadership role and want to enhance their leadership ability as they prepare to take on greater responsibilities within their organization. It is recommended that women who attend have been in the workplace at least eight years.

The program welcomes individuals or teams. Attendance by multiple company representatives will foster teamwork, amplify the program's impact, and enable participants to continue supporting one another's development. **For groups of eight or more, the course can be delivered at organizations throughout the U.S.**

2019 DATES FOR THE SIX-SESSION, OPEN-ENROLLMENT SERIES

Part I: September 25 & 26

- Women in the Workplace
- Unconscious Bias
- Confidence & Self-Efficacy
- Self-Awareness
- Inspiration from Within
- Career Strategies

Part II: November 6 & 7

- Supporting Relationships
- Authentic Leadership
- Relational Skills Development, including Leadership, Coaching, Mentoring, Negotiating, and Communicating

Part III: December 5 & 6

- Organizational Savvy and Key Nuances
- Effective Strategies for Achievement
- Assessing You, Your Relationships, and Your Organizational Impact

All classroom days begin at 8:30 a.m. and conclude at 4:00 p.m. and will be held at the ERC Training Center, located at 387 Golf View Lane in Highland Heights, Ohio.

REGISTRATION INFORMATION

Course fees are \$5,000 per participant and include all class facilitation, materials, assessments, two, one-on-one executive coaching sessions, and all meals and refreshments on classroom days. A 10% savings applies for groups of three or more from one organization. For non-local participants, lodging recommendations are available and are not included in course fees.

Pre-registration is required and can be completed online at bit.ly/WomensLDIP. Please contact Sam Marx at 440-947-1287 or smarx@yourERC.com for more information.



PARTICIPANTS AND ORGANIZATION LEADERS SPEAK ON THE BENEFITS OF THE WOMEN'S LEADERSHIP DEVELOPMENT INTENSIVE PROGRAM

"I've had two promotions in three years. Now I am a senior vice president. I learned so much from the leadership development program that helped me push through the uncomfortable feelings associated with taking on greater responsibility. I have asked to move to COO. I learned to speak up for myself."

Senior Vice President at a Manufacturing Company

"Dr. Buse is not only a content expert with a remarkable grasp of corporate intricacies, but she has the innate ability to dissect an issue to its fundamental core and create real-world strategies for success."

Vice President of Marketing & Communications at a Nonprofit

"Kathleen's approach to tackling this complex issue (women's underrepresentation in leadership and technical professions) was grounded in research and resulted in clear, actionable strategies, which delivered measurable results. I have and will continue to leverage these strategies to move the needle within my organization."

Vice President of Research & Development at a Multinational Corporation

"I was a leader in plant management when I took the leadership development program. I have had many opportunities since taking the program and have been promoted three times. None of these opportunities would have happened for me if I didn't take the program. The best part of it is the balance piece – which I learned about in the program. Even though I have much more responsibility at work, taking on the higher-level role, I have better balance at home."

Senior Director at a Global Manufacturer



Dr. Kathleen Buse is a business leader, award-winning researcher, and top-rated educator. As Director of Research at ERC, she guides our efforts to advance workplace best practices through employee engagement strategies and our NorthCoast 99 program. Additionally, she is leading the charge to expand the use of data analytics that support client HR and organizational initiatives. As Director of the ERC Women's Leadership Institute, Kathleen helps employers recruit, retain, and advance women in the workplace through research-based solutions and development services.