

WOMEN'S BUSINESS LEADERSHIP CERTIFICATE

Women offer unique skills and values in the workplace that create success in any organization. Having diverse organizational leadership increases innovation, creative thinking, and well-rounded decision-making.

This program provides an opportunity for mid-level managers to develop the necessary business acumen and leadership skills necessary for further advancement in organizations. Participants benefit from the cohort model by developing long-lasting personal and professional relationships. Sessions are facilitated by Xavier Leadership Center's nationally recognized and experienced practitioners. These subject-matter experts integrate knowledge with experience to focus on real issues and create opportunities to apply the concepts immediately. The program is multi-layered and highly interactive.



PROGRAM LAYERS:

- **Immersion Experience:** A fun, informal environment that fosters team building among the participants; a shared experience is important for developing the cohort.
- **Business Skills:** Offering skills and concepts drawn from Xavier Leadership Center's experienced professionals and subject-matter experts to increase knowledge in areas critical to the mission of businesses.
- **Personal and Authentic Leadership Development:** Expanding organizational and personal leadership capabilities with a focus on bringing unique strengths and styles to work.
- **Assessment:** The program includes an assessment to discover personal management styles; insight into directing, delegating, and motivating; and strategies to support long-term development.

PROGRAM FOCUS:

To help organizations and individuals capitalize on development opportunities for women, the certificate focuses on:

- Personal Authentic Leadership
- Business Acumen: Finance, Strategic Thinking, Negotiation Skills
- Communication

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Audience:

Women in mid-level manager positions looking to develop the necessary business acumen and leadership skills to advance to organizational leadership positions.

Duration:

This program consists of a kick-off event and 10 full-day, in-person sessions.

Cost: \$5,750 General Registration

Select Discounts Available

6.0 CEUs will be issued for this program

Participants will walk away with these skills:

- Utilizing a leadership style that is valuable to themselves, their teams, and their organization
- Mastering the unwritten rules of work
- Thinking and behaving strategically
- Creating conditions for innovators to thrive
- Communicating with clarity and confidence to achieve leadership goals
- Practicing in a variety of communication styles that may be used in specific situations
- Understanding key financial documents, how to interpret them, and knowing why they are important
- Using the language of finance
- Effectively negotiate with others
- Demonstrating how to test for alignment through listening and responding
- Leading with inclusivity and creating a culture for people to thrive
- Unlock deep customer understanding to reveal customer pain points
- Projecting a strong executive presence that builds trust and value in the minds of others



Digital Badge:

Xavier Leadership Center is proud to offer each participant a digital badge in Women's Business Leadership once participants have met program completion criteria. Digital badges include a direct link to view program credentials and can be utilized by participants on social media and digital resumes.

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TOPIC DETAILS:

Personal Authentic Leadership:

This program begins with a personal assessment of your innate combination of thinking and behavioral preferences that make you unique. This knowledge will allow you to understand the leadership styles that fit with who you are and how you are most valuable to your team and the organization. You will also develop an understanding of the key considerations that determine which leadership approaches will be most effective to accomplish your goals. Upon completion, you will create your own plan for applying insights from this transformative journey to becoming a more effective leader in your organization.



Mastering the Unwritten Rules at Work:

American business was designed centuries ago. Women are now fully participating in the workplace, yet only 10% of Fortune 500 CEOs are women. By mastering the unwritten rules and learning to negotiate, you will have new tools to help you be your successful best. This program discusses topics not covered during orientation including how decisions get made and how work really gets done in the office. You will leave with a number of concrete actions you can use immediately.

Strategic Thinking and Planning:

While strategic thinking and planning are the roadmaps to success, implementation is the vehicle that gets you there. Leaders must decide the most important things that need to get done, execute the key to-dos, and know when to say “no” to achieve your organization’s strategic goals. Participants will leave energized and ready to be more strategic thinkers and implement their strategic plans. They will also discover ways to effectively communicate their strategies to colleagues at different levels of the organization.

Exploring Enneagrams:

To become an effective leader, you must first understand your natural tendencies and what strengths you inherently have. Participants will complete the Enneagram assessment to learn key insights into their own personalities. Then, they will explore how people with different traits interact with each other to be successful and where they need to become more intentional. Strategies to lead a cohesive team will be presented, and participants will create an action plan to put their newly formed skills into practice.

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TOPIC DETAILS:

Critical Conversations:

When we are stuck because we are avoiding a needed conversation, or having the same conversation more often than we want, it is a sign that we are talking but not really conversing. Learning the proven skills that help frame how, when, and what we say can yield amazing results. These tools improve relationships, reduce stress, minimize conflict, improve productivity, and best of all, increase our ability to be effective. This discussion-based program will feature interactive exercises that allow you to gain critical conversation tools such as: identifying roadblocks to managing relationships and conflict, learning to practice and apply specific skills geared toward effectiveness, recognizing and addressing individuals displaying disruptive behavior, focusing on interactions common to the corporate environment.

Building Trust for Leaders:

Part of a leader's responsibility is to create a culture and environment where all team members are comfortable speaking their truth and trusting one another. Participants will explore the skills they need to effectively gain the confidence to build trust with colleagues and direct reports through honesty, integrity, and authenticity. Interpersonal savviness, openness, flexibility, and adaptability will be examined through the lens of a leader. Finally, participants will be able to identify what behaviors, methods, and tools they need to incorporate into their own leadership to be the most effective with their teams.



Keynote Speaker - Learning From Failure:

Success depends largely on how the idea of failure is viewed and treated. In this brief conversation and keynote speech, participants will discuss what failure truly is, and how they can learn from it to achieve greater success.

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TOPIC DETAILS:



Managing Change:

There are few guarantees in the workplace today. However, change is one of them. More than ever, organizations and their environments are in a state of flux as processes are streamlined, technologies are upgraded, new products are introduced, and organizations increasingly compete in a global market. In some cases, these changes are planned. In others, they are not. Sometimes the forces for change are internal to the organization, and sometimes they are caused by external conditions. Regardless of why change occurs, employees and organizations need to be competent in dealing with and managing change. Participants will walkway with tools and methodologies of leading through and managing change.

Finance for Leaders – Simulation Game:

As a leader, no matter what area of the organization in which you work, decisions need to be made with an understanding of the financial impact on the company. Finance for Leaders is a simulation-based program played in teams that helps you build confidence in understanding finance, the language of business, so you can speak with your peers using the correct terms, concepts, and appropriate foundational knowledge. You'll also develop an understanding of all of the key financial documents, how to interpret them, and why they are important. Financial terms and calculations will be explained in a way that makes sense for both financial and non-financial business professionals. Finally, you will also be challenged to apply what you learn in class by analyzing how your work and your decisions are related to the overall performance of the company.

Moving Forward as a Leader:

This interactive, engaging, and thought-provoking session will help you understand yourself and others in order to build strong, productive relationships as a leader. Not every team member can be managed and developed in the same way, so leaders must understand how to be effective in many different situations, such as meetings and brainstorming sessions. You will learn how to connect better with colleagues and employees whose priorities and preferences differ from yours – saving you time, energy, and money.