

Women's Leadership Program

Though women make up more than 50 percent of the Greater Boston workforce, they are underrepresented in leadership positions. Women's Leadership Program, presented in partnership with Simmons School of Management, empowers women leaders with the skills and a network they need to excel in their own careers and to create conditions for other women to thrive.

The Women's Leadership Program was founded in 2010 to fill a gap in professional women's-specific leadership development. To date, we've graduated over 820 women from across industries, sectors, and roles.



"I now know women in every industry. That really helped me take more control at work, become a leader, step up, and while I was doing this program, I was promoted." – Blair Hollis, Museum of Fine Arts, Boston, Class of 2016

EXPECTED WOMEN'S LEADERSHIP PROGRAM OUTCOMES:

- Toolkit of top in-demand skills and frameworks to bolster women's leadership in the modern workplace, including:
 - Identify and maximize your leadership and communication style
 - Collaborate effectively with team members with different leadership and communication styles
 - Build and maintain a strategic network
 - Navigate gendered expectations in the workplace
 - Negotiation tactics
- Access to the city's top women leaders through the Chamber's Women's Network
- Expanded network consisting of women from a variety of industries, companies, and job functions



WHO SHOULD I NOMINATE?

- Women professionals currently employed at a Chamber member company
- Candidates who are considered promotable or high performers in organization
- Professionals who are committed to expanding their own skill set and the skill set of the other women in their cohort through active participation in the program.
- Individuals who are intentional and reflective about how this program will advance their professional goals

CANDIDATE SELECTION PROCESS:

- 1. Nominate:** Submit a nomination **June 1 – July 31** for candidates that meet the above criteria. Self-nominations accepted, though employer support is recommended.
- 2. Apply.** Nominees will be invited to complete an application, which will be due **July 31**.
- 3. Decide.** A selection committee will accept two distinct cohorts of 65 women each, divided by experience level, and notify applicants by **August 30**.
- 4. Commit.** Selected applicants will commit to full program attendance and tuition payment by **September 5**.

TUITION: The cost of participation, which includes sessions, course materials, and meals, is \$5,000



2019 - 2020 Curriculum

ORIENTATION & WELCOME RECEPTION

Participants will meet one another, receive a program overview, and hear tips on how to get the most out of the program from a guest speaker. This session will end with a reception where participants can begin to develop their network within the cohort.

Cohort A: September 24, 2:00 - 6:00 p.m.

Cohort B: September 26, 2:00 - 6:00 p.m.

MAXIMIZING YOUR INVESTMENT IN WOMEN'S LEADERSHIP DEVELOPMENT: WEBINAR FOR MANAGERS

October 7, 12:00 - 1:00 p.m.

Led by Simmons staff member, this webinar will give tips for managers of participants on how to maximize their investment in this program and in women's leadership development broadly.

FINDING YOUR LEADERSHIP VOICE AND NETWORK WITH SIMMONS SCHOOL OF MANAGEMENT

In this two-day program, renowned Simmons faculty members Mary Shapiro and Dr. Stacy Blake-Beard will facilitate interactive sessions on identifying your leadership style, leading through gendered expectations, understanding and tailoring your communication style, and building and maintaining a strategic network. Small group exercises and a reception will solidify the cohort as a lifelong career network.

Cohort A: Oct. 15 8:30 a.m. - 7:30 p.m. +
Oct. 16 8:30 a.m. - 5:30 p.m.

Cohort B: Nov. 18 8:30 a.m. - 7:30 p.m. +
Nov. 19 8:30 a.m. - 5:30 p.m.

WOMEN'S NETWORK BREAKFAST

The Chamber's Women's Network is the largest women's network in New England, and their breakfasts are one of the region's most popular events for women professionals. At these breakfasts, participants will get the opportunity to hear from top business leaders, and network with over 200 attendees from across the business community. After the breakfast, participants will stay for a facilitated debrief discussion.

Cohort A: November

Cohort B: October 10, 2019

OUR CONVENTION

November 4, 10:00 a.m. - 4:00 p.m.

Our Convention is the largest convening of next-generation leaders, boasting an agenda packed with skill-building workshops, career development activations, and engaging panels. This conference will consist of a leadership development track, a financial wellness track, and a civic engagement track. To start the morning, we will honor the 2019 Ten Outstanding Young Leaders Award recipients and close the program in the afternoon with an inspiring keynote speaker.

PEER CONSULT WORKSHOP

This session will tap into the expertise of the cohort and give some participants the opportunity to workshop a challenge or opportunity with a small group. The topics will be customized to the interests of the cohort.

Cohort A: Dec. 9, 9:00 - 10:30 a.m.

Cohort B: Dec. 16, 9:00 - 10:30 a.m.

INFORMAL MENTORING

January 14, 4:00 - 5:30 p.m.

Leaders from the Chamber's network will join this cross-cohort session to lead informal mentoring circles around the most pressing questions facing women leaders. Topics will be determined by participant interests but could include building influencing skills, juggling work/life commitments, and building an inclusive work environment. This is a great opportunity to make strides towards New Year's Resolutions and for members of the two cohorts to get to know one another.

PINNACLE AWARDS

January 31, 11:00 a.m. - 1:30 p.m.

One of the premiere gatherings of women in the region, these annual awards honor outstanding female leaders who have demonstrated excellence in business and civic engagement. Participants will have the opportunity to network with more than 1,200 Chamber members and witness different leadership styles in action as they celebrate the 2020 Pinnacle honorees. Previous honorees include leaders like Dr. Anita Hill, Amy Latimer of TD Garden, and Deborah Hughes of Brookview House.

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Cohort A: February

Cohort B: March

CUSTOMIZED SKILLS WORKSHOP

Each cohort will attend one hands-on, skills development workshop based on their specific interests and the most in-demand leadership skills.

Cohort A: March

Cohort B: February

EXPANDING YOUR INFLUENCE WITH SIMMONS SCHOOL OF MANAGEMENT

Now that you have identified your leadership and communication style, return to Simmons to practice tactics for expanding your influence. Participants will learn team management and negotiation skills such as expressing your own value, anticipating responses, and conducting a negotiation.

Cohort A: April 6

Cohort B: April 13

BEHIND THE SCENES OF A WOMAN-LED BUSINESS

This program will give Women's Leadership Program participants exclusive behind-the-scenes access to an influential woman-led business in Boston, and access to the leaders of that business. This experiential learning component will be an opportunity to see the leadership principles taught at Simmons in action.

GRADUATION

June

In this closing session, participants will have the opportunity to share stories and insights from the program, learn how to stay involved with the Chamber, hear from an alum of the program, and build final connections over a celebratory reception.