

# Women's Leadership Program

Though women make up more than 50 percent of the Greater Boston workforce, they are underrepresented in leadership positions. The Women's Leadership Program, presented in partnership with Simmons University, 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:

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- Toolkit of top in-demand skills and frameworks to bolster leadership in the workplace:
  - Identify and maximize your leadership and communication style
  - Collaborate effectively with team members
  - Build and maintain a strategic network across industries, sectors, and professions
  - Navigate gendered expectations in the workplace
  - Learn and practice negotiation tactics
- Gain access to the Chamber's Women's Network and the city's most esteemed female leaders
- Expanded network from your cohort across a variety of industries, companies, and professions



## WHO SHOULD I NOMINATE?

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- Female 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 skillset and the skillsets of other program participants
- Individuals who are intentional and reflective about how this program will advance their professional goals

## CANDIDATE SELECTION PROCESS:

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- 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 a 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 UNIVERSITY

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. 28 8:30 a.m. - 7:30 p.m.

Oct. 29 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 led by members of the Women's Network Advisory Board.

**Cohort A:** November 14, 2019, 7:30 - 9:00 a.m.

**Cohort B:** October 10, 2019, 7:30 - 9:00 a.m.

## 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.

## SPONSORED BY:



MASSACHUSETTS

## ACADEMIC PARTNER:

**Simmons**  
UNIVERSITY

## CANDID CONVERSATIONS

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

Leaders from the Chamber's network, including the Women's Network Advisory Board, will lead candid conversations about topics that matter most to women in the workforce, such as effective communication, self-advocacy, giving and receiving feedback, and building inclusive teams. This is a great opportunity for members of the two cohorts to get to know one another and for participants to connect with the Women's Network Advisory Board. There will be an opportunity at this session to sign up for future engagement opportunities with the Advisory Board.

## 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, such as risk taking, self-advocacy, leading a team, giving and receiving feedback, interdepartmental collaboration, and diversity and inclusion.

**Cohort A:** March

**Cohort B:** February

## EXPANDING YOUR INFLUENCE WITH SIMMONS UNIVERSITY

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, 8:30 a.m. - 5:00 p.m.

**Cohort B:** April 13, 8:30 a.m. - 5:00 p.m.

## 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.