

Executive Program for Women Leaders

May 3-7, 2010
September 27-October 1, 2010



Program Objectives

The **Executive Program for Women Leaders** is a unique experience that breaks away from the typical "how-to" leadership program to focus on attributes of being a great leader. The program covers distinctive and common challenges, opportunities, and potential derailers that women face in their work environments. Participants learn essential beliefs, behaviors and techniques that result in greater visibility and career opportunities as well as overall confidence and competence as business leaders.

The program utilizes targeted assessments, tools, and techniques that create a greater awareness of and focused action on the sticky floors, the self-limiting behaviors, assumptions, and beliefs that hold women back in their careers. These issues include:

- Building strategic relationships
- Leveraging political savvy
- Making your words count
- Negotiating for what you want and need
- Achieving work/life balance
- Asking for help and taking prudent risks
- Balancing perfectionism with excellence

Through diagnostic instruments, action-learning exercises, and one-on-one coaching before, during, and after the course, participants will learn to overcome specific limitations as they lead themselves, their teams, and their organizations, and bolster their "promotional intelligence."

Program Benefits

The **Executive Program for Women Leaders** empowers women with proven performance strategies that help them, their teams, and their organizations achieve ultimate success.

Participants will develop leadership strategies and skills to:

- Acquire more corporate visibility
- Build stronger strategic relationships
- Develop authentic political savvy
- Build an engaging climate for your team
- Develop and be able to "flex" your leadership style
- Handle more responsibility and exert greater influence
- Make your words have greater impact
- Negotiate for what you and your team want and need
- Coach and mentor others
- Improve work/life balance for yourself and others

Organizations benefit from this program through:

- The advancement of women in the talent pipeline
- Increased retention of qualified talent
- Expanded diversity within the upper echelon of the organization
- Succession development opportunities for high-potential candidates
- Better business results

Who Should Attend

This program is for fast-track women leaders and high-potential executives heading teams, driving change initiatives, and directing business units.

Program Content

Program content is based on the forthcoming book, *It's Not A Glass Ceiling, It's A Sticky Floor*, written by Rebecca Shambaugh. The author and instructors will share their own case studies and experiences, adding depth to the content. Topics include:

- **Getting to Know Yourself Better**
 - Assessing your sticky floors
 - Defining your values and authenticity
 - Achieving work/life balance
 - Establishing true commitments
- **Defining Yourself as a Leader**
 - Creating a climate for engagement
 - Developing and flexing your leadership styles
 - Leveraging your emotional & social intelligence
 - Establishing your executive presence
 - Leveraging your political savvy
- **Building Strategic Relationships**
 - Expanding your networks
 - Letting go and taking prudent risks
 - Asking for help
 - Mentoring others
- **Making Your Words Count**
 - Adapting to styles
 - Balancing inquiry and advocacy
 - Speaking up to be heard
 - Negotiating for what you want and need
- **Living Your Plan**
 - Connecting the dots
 - Shaping your future
 - Being you as a great leader!

Faculty Leaders

Lynette Demarest: Program Faculty Director, Senior Consultant, and Director of WILL, SHAMBAUGH

Mary Alice Callahan: Senior Consultant and Executive Coach, SHAMBAUGH

Peg Clarkson: Senior Consultant and Executive Coach, SHAMBAUGH

Rebecca Shambaugh: President and CEO, SHAMBAUGH

Program Dates

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Program Hosts

Since 1954, organizations and individuals around the world have turned to **Penn State Executive Programs** to meet their leadership development needs. Drawing on the vast resources of one of the nation's top universities and the internationally ranked Smeal College of Business, executives and senior managers develop capabilities that translate into strategic creativity, effective leadership, innovation, and efficient business processes. We are currently ranked among the very best executive education providers by major publications including The Economist and BusinessWeek. Please visit <http://www.smeal.psu.edu/psep/> for more information.

SHAMBAUGH is a leadership and organizational development consulting firm with more than a decade of experience working with clients who include: Marriott, IBM, USA Today, Freddie Mac, Intelsat, Microsoft, Ernst and Young, and Sallie Mae.

SHAMBAUGH's Women in Leadership and Learning Division (WILL) has been training women for 12 years in one of the nation's best known programs designed specifically for women business leaders. SHAMBAUGH is also recognized for its research and best practices for attracting, developing, and retaining outstanding women in corporate America.

Location

This four-day program will be conducted at the Penn State University Park campus in State College, Pennsylvania, and held in private, modern executive education facilities.

Fees

The program fee for the **Executive Program for Women Leaders** is \$7,500. This includes all instructional materials, private room accommodations, and meals.

We support team participation to maximize the impact of learning. Teams of three or more receive significant savings. Please call for details on all of our special participation options.

We accept MasterCard, Visa, Discover, and American Express.



Related Programs

- **Executive Management Program**
This program integrates the knowledge, vision, and processes required of the senior executive to set business objectives and achieve results.
<http://www.smeal.psu.edu/psep/emp.html>
- **Aligning Strategy, Leadership, and Culture: Keys to Competitive Advantage**
Participants learn new ways of assessing appropriate operational focus, developing long-term direction, and leveraging human resource systems that promote organizational effectiveness and financial performance.
<http://www.smeal.psu.edu/psep/lwi.html>
- **Developing Managerial Effectiveness**
Participants emerge from the program with a broadened set of leadership skills and an expanded perspective on strategic, financial, and leadership issues.
<http://www.smeal.psu.edu/psep/dme.html>

Registration

Class size is limited. Reserve space via phone or e-mail (Phone: 814-865-3435; Toll Free: 800-311-6364; FAX: 814-865-3372; E-mail: psep@psu.edu). Then apply online at <http://php.smeal.psu.edu/psep/apply/>