

Greater Philadelphia Program for Women Leaders

June 23 and 24, 2009



Program Objectives

The **Greater Philadelphia 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.

Through diagnostic instruments and action-learning exercises, participants will learn to overcome specific limitations as they lead themselves, their teams, and their organizations, and bolster their “promotional intelligence.”

Program Benefits

The **Greater Philadelphia Program for Women Leaders** empowers women with proven performance techniques that help them achieve success.

Participants will develop leadership strategies and skills to:

- Acquire more corporate visibility
- Build stronger strategic relationships
- Develop authentic political savviness
- 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 focuses on getting better results in turbulent times, and is based on Rebecca Shambaugh’s book *It’s Not A Glass Ceiling, It’s A Sticky Floor*.

Your experience begins with “The Leader of the Future - Called to Lead,” a presentation by Tara L. Weiner, Managing Partner, Greater Philadelphia Region, Deloitte LLP. Tara will inspire you as well as set the tone for two days of hard work and personal growth.

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 and branding yourself
- **Leading with Resilience in Turbulent Times**
 - Building your strategic networks
 - Letting go and taking prudent risks
 - Asking for what you want
- **Making Your Words Count**
 - Adapting to styles
 - Balancing inquiry and advocacy
 - Speaking up to be heard
- **Ways to Keep Your Network and Learning Alive**
 - Connecting the dots
 - Shaping your future
 - Being you as a great leader!



SHAMBAUGH

PENNSTATE



SMEAL College of Business

EXECUTIVE PROGRAMS UNDERGRADUATE MBA
EXECUTIVE MBA PH.D. THE RESEARCH CENTERS AT SMEAL

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

June 23 and 24, 2009

Program Presenters

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.

For more than 100 years, clients have relied on **Deloitte LLP** ("Deloitte") and its predecessor organizations for solutions to their ever-changing needs. Deloitte's subsidiaries rank among the nation's leading professional services firms in audit, tax, consulting and financial advisory services in more than 20 industries. Known as an employer of choice for innovative human resources programs, Deloitte is dedicated to helping clients and people excel. Deloitte LLP is the U.S. member firm of Deloitte Touche Tohmatsu.

"I would suggest this to any women wanting to climb the corporate ladder or just feel more comfortable in their current position. I never expected this to bring out things within me that I've kept hidden. It gave me a sense of empowerment and pride."

--Dana Helmer, Project Manager, Wilson

Location

This two-day program will be conducted at Deloitte LLP, 1700 Market Street, Philadelphia, PA, 19103. Directions will be provided upon enrollment.

Fees

The program fee for the **Greater Philadelphia Program for Women Leaders** is \$1,700. This includes all instructional materials and light refreshments.

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>
- **Finance for the Non-Financial Manager**
This program covers accounting basics, financial analysis and planning, strategic finance, corporate valuation, and an integrated trading room exercise.
<http://www.smeal.psu.edu/psep/finance.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/>