Supporting high potential women to accelerate their leadership.
About Women Leading the Way™

Minerva’s Advanced Leadership Program

Women Leading the Way™ is a distinctive, interactive, part-time leadership training program for women who want to increase their impact in business, government and community.

The program provides women with the tools, techniques and connections necessary to expand their leadership abilities - enabling them to move in to the next phase of their leadership journey.

Women Leading the Way™ engages participants in active peer-learning, and focuses on values-based leadership.

**Participants will:**

- build clarity and confidence
- discover their strengths and align their leadership style with their core values
- grow their impact and influence in the business community
- build their communication skills — understand their style and learn from the best
- assert themselves to ask for what they and their teams need to be successful
- become part of a peer network of support

**Our results:**

- Over 50% of program participants have been promoted and/or moved forward in their careers to take on greater roles and responsibilities
- 94% of past participants recently surveyed developed the confidence they need to assert themselves and ask for what they need
- 94% of past participants recently surveyed would recommend this program to others

**Who is it for?**

Women Leading the Way™ participants include a diverse group of women from varied backgrounds and sectors from throughout BC. Candidates possess a combination of previous leadership experience (7-10 years), post-secondary or technical education, and extensive work experience which may include community and volunteer/service work.

Participants may also be “unsung leaders” who have yet to be recognized at a higher level.

**Why companies support their employees to attend**

Women Leading the Way™ prepares participants for the challenges and opportunities in their futures. It provides advancing women with the training to see leadership from a variety of perspectives and learn current principles and practices of high performing leaders.

**Participating companies will:**

- support their high potential women to bring the best of themselves to work — every day
- accelerate their pipeline of advancing women leaders
- strengthen productivity, engagement and confidence
- enable women leaders to make a substantial contribution to their organizational mission
What others have said about Women Leading the Way™

Going into triage mode to stop the bleeding/loss of female talent was our first milestone and defining moment for the diversity and inclusion program. We needed to demonstrate recognition and investment of our female top and emerging talent. Minerva was our primary partner of choice – their customised programs meant that we could put over 40 of our BC-based top and emerging female talent through a series of programs over an 18-month period. The results were measurable. Two years into our tenure the bleeding had stopped.  - Tej Singh Hazra, HSBC Bank Canada

Women Leading the Way™ has been the most influential training I will receive in my career. It has provided me with tools to immediately apply insight into areas I haven’t expanded into yet and a comprehensive understanding and appreciation for applying leadership in my day-to-day activities and throughout my career. I have yet to find a leadership program that fits into a 50+ hour work week that provides this much personal assessment, practical tools and relevant speakers.

- Jill M. Tsolinas, Rodos Consulting

I feel empowered and confident to move forward in my leadership journey. I got the clarity I was looking for- this program was a total gift and I am so grateful to have been able to attend.

- Lydia Petit Haslam, Manager Compliance, Valley First Region of First West Credit Union

While taking Women Leading the Way™ I learned that I am limited only by the extent of my efforts. There is nothing that I can’t do, if I am willing to work at it.

- Mandy Hansen, Consultant

Women Leading the Way™ – Program Format

Women Leading the Way™ is based on an action-learning and values-based leadership model that combines classroom learning, reading, research and a hands-on project that will apply learned leadership skills to make a difference in communities across BC. During the program, over 40 business leaders will also share their expertise, knowledge and wisdom with participants through keynote and panel presentations.

During the first six months, participants meet in a downtown Vancouver location:
- Once a month
- Friday and Saturday 9:30 to 4:30 each day

To complete the program, participants work on a leadership project that benefits, or makes change in, their community or company. The project planning tools will be introduced early in the program, and the projects will be presented to a panel of experts, four months following the final classroom session.

We offer two cohorts of Women Leading the Way™ each year, with start dates in September and January.

Upcoming dates (Cohort 7):

- Sept. 23/24, Oct. 21/22, Nov. 25/26 and Dec. 9/10, 2016
- Jan. 27/28 and Feb. 24/25, 2017

Project Presentation Dates - TBA
## 2016 Women Leading the Way™ Curriculum
(Sample Program Outline: Each cohort’s curriculum is subject to change)

| Pre-work | Preparing for Women Leading the Way™
|-----------|-----------------------------------------|
| What does leadership mean to me? | Participants will prepare to participate in the WLW program by:
| | • reading, watching videos and webinars
| | • examining characteristics of admired leaders
| | • forming their own opinions about effective leadership
| | • reflecting on their own desired learning and recording why they are motivated/inspired to be a leader
| | • prior to each session, participants will receive relevant curriculum materials ahead of time

| Weekend 1 | Women Leading the Way™
|-----------|-----------------------------------------|
| Day 1 | What is Leadership?
| | Participants will learn about the WLW program, the evolution of leadership today with a focus on women in leadership, and theories and practices of exemplary leaders through a variety of methodologies.

| Day 2 | Taking Your Values to Work
| | Participants will learn what their top values are and what impact these values can have on their own leadership and those they lead.
| | From a panel presentation, they will gain insight from senior leaders as to how values are important to them in their working lives.

| Weekend 2 | Authentic Leadership
|-----------|-----------------------------------------|
| Day 3 | Ethics in the Workplace & Project Management
| | Participants will learn what makes an organization ethical and be engaged in activities to be proactive in promoting respect in their workplaces, while leading and communicating with four generations currently working together today.
| | In the afternoon session, participants will learn the basics of managing a project and tools to use in their leadership projects in the next months. They will create a project plan and determine critical success factors that will instill confidence in leading their projects.

| Day 4 | Leading from Strength
| | Participants will complete a profile that identifies their talents, examine and reflect on turning them into strengths and learn how to leverage them for powerful results at three levels: for their own personal development, for success as a manager, and for the success of their organizations.

| Weekend 3 | Tools Leaders Use to Execute
|-----------|-----------------------------------------|
| Day 5 | Knowing Yourself and Others
| | Participants will discover their individual preferences by completing the Myers Briggs Type Indicator for Leaders. This psychometric instrument will provide knowledge of their leadership styles and how differing styles build capacity among followers. The participants will also begin to identify and understand the importance of Emotional Intelligence towards taking the lead.
## 2016 Women Leading the Way™ Curriculum

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<tr>
<th>DAY 6</th>
<th>TAKING CARE OF YOURSELF</th>
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<td>Participants will learn about the importance of taking care of themselves as leaders and women. They will gain insights into managing stress; what is not said about workplace violence; their relationship with money; and delve into brain chemistry to answer some of the “whys” women leaders wonder about.</td>
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<th>WEEKEND 4</th>
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<td>DAY 7</td>
<td>TEAMWORK &amp; COMMUNICATION</td>
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<td>Participants will learn what to expect when people of diverse styles, experiences and preferences work together on a team. They will explore techniques of effective leaders in engaging and inspiring others and managing their talent. In the afternoon session, they will look at how to communicate effectively as a leader.</td>
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<th>DAY 8</th>
<th>STRATEGIC DECISION MAKING</th>
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<td>This day will focus on models of Decision Making and Problem Solving and how leaders can incorporate them into their practices. Participants will learn the importance of thinking strategically as a leader and learn some techniques from a panel of leaders.</td>
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<th>WEEKEND 5</th>
<th>TOOLS I CAN ADD TO MY LEADERSHIP KIT</th>
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<td>DAY 9</td>
<td>NEGOTIATION</td>
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<td>Participants will learn about and apply tools and techniques such as influence, negotiation and managing critical conversations to assist them to execute as a leader.</td>
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<th>DAY 10</th>
<th>THE SPEED OF INNOVATION – Importance of innovation in today’s world</th>
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<td>Advancing leaders will learn the importance of fostering innovation – the benefits of their workforce deviating from the status quo – and why innovation is becoming a business process in today’s economy.</td>
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<th>WEEKEND 6</th>
<th>GOVERNANCE</th>
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<td>DAY 11</td>
<td>WHAT IS GOVERNANCE?</td>
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<td>Participants will learn how organizations manage to allocate resources and coordinate or control activity, by tapping into the experience of experts from the public, private, community and Aboriginal sectors. They will examine different governance models and learn how decisions are made or not made.</td>
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<th>DAY 12</th>
<th>CRITICAL ISSUES FOR WOMEN LEADERS</th>
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<td>Through posing relative questions to a panel of leaders, participants will examine critical issues for women in today’s workplaces and glean some ideas on how to lead themselves and others in these situations. The afternoon session will bring the leadership of community projects to the table. Participants will pose questions; unearth concerns and examine issues that may arise in the next months when they will be working on their specific projects. The format will be round-table discussions and insights from graduates of previous WLW cohorts.</td>
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About Minerva

From education awards to values-based leadership programs, and culturally-relevant programming developed and delivered in partnership with Aboriginal communities, Minerva elevates the visibility, influence and contribution of girls and women. Together, we are changing the face of leadership in BC.

EDUCATION AWARDS

The Minerva Foundation operates a cooperative awards program with British Columbia’s leading post-secondary institutions and private colleges.

- More than 1,000 women in BC have benefited from a Minerva Foundation Education Award
- More than $2 million in awards have been distributed province-wide since 2001

OUR LEADERSHIP CONTINUUM

Effective leadership is the key to a strong economy and healthy society. Minerva is committed to advancing opportunities for women to assume leadership roles in all facets of society by:

- Providing opportunities for women and girls to develop their leadership potential
- Encouraging qualified women to seek leadership positions in government, business and the community
- Fostering corporate strategies to recruit, retain, develop, advance and recognize women

In addition to Women Leading the Way™, we offer the following programs and initiatives:

Learning to Lead™ is an annual weekend program that provides Grade 11 girls with fun and interactive workshops that build leadership and confidence. Girls are also provided with an opportunity to be mentored by accomplished women leaders in business, government and the community.

Combining Our Strength™ unites Aboriginal and non-Aboriginal women for culturally-relevant leadership training in communities throughout BC.

Leaders in Transition is designed for women 50+ who wish to redefine themselves while continuing to be women of influence.

The Face of Leadership™ includes an annual report on gender diversity in BC, a Diversity Pledge, signed by CEOs of the province’s biggest companies, and a Conference aimed at providing practical solutions and accelerating change.

To learn more about Women Leading the Way™ please contact:

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