

Women's Business Leadership Certificate Program

Women offer unique skills and values in the workplace that create success in any organization. Having diverse organizational leadership increases innovation, creative thinking, and well-rounded decision-making. Women also face unique challenges and remain underrepresented at every level in corporate America.¹ Women are less likely to be hired into manager-level jobs and they are far less likely to be promoted into them. For every 100 men promoted to manager, 79 women are promoted. Largely because of these gender gaps, men end up holding 62 percent of manager positions, while women hold only 38 percent.

Women's Business Leadership Certificate Program designed by the Xavier Leadership Center advisory team of women business leaders immerses women in developing and experiencing key leadership competencies.

- Personal Authentic Leadership
- Communication
- Mentoring
- Strategic Thinking
- Business Acumen; Finance, Operations Management, Analytical Decision Making
- Executive Presence

The program is an opportunity for mid-level managers to develop the necessary business acumen and leadership skills to learn with a select group of leaders from across the region; it is facilitated by Xavier Leadership Center's nationally recognized and experienced practitioners. These subject matter experts will integrate knowledge with practical applications to real issues and opportunities.

The program is multi layered and highly interactive. These layers include:

- **Immersion Experience:** A fun, informal environment that fosters team building among the participants; a shared experience is important for developing the cohort.
- **Business Skills:** Offering skills and concepts drawn from Xavier Leadership Center's experienced professionals and subject-matter experts to increase your knowledge in areas critical to the mission of businesses.
- **Personal and Authentic Leadership Development:** Expanding your organizational and personal leadership capabilities with a focus on who you are as an authentic leader bringing your unique strengths and style to your work.

¹ Krivkovich, Alexis, Robinson, Kelsey, Starikova, Irina, Valentino, Rachel, Yee, Laveina; McKinsey & Company, (2017, October) Women in the Workplace. Retrieved from <https://www.mckinsey.com/featured-insights/gender-equality/women-in-the-workplace-2018>

Program Design

Individual 360 Assessment & Analysis



Participants will complete the **DISC 363 for Leaders** as pre-work before the program begins. The assessment will be referenced and discussed throughout Leadership session and periodically throughout the program. DISC 363 for leaders describes a rich spectrum of behaviors called Eight Approaches to Effective Leadership. The multi-rater feedback and self-assessment tool helps individuals identify which aspects of the eight approaches are strengths, those that are used most frequent and which areas you may benefit next from developing further.

You will have the opportunity to elevate your leadership effectiveness by understanding how others see you as a leader, explore tendencies on the eight approaches, and to learn strategies to become a more effective leader.

Cincy Chef Kick-Off Immersion Experience

Cincy Chef offers a unique twist on an immersion experience by taking the teams into the kitchen in a competitive, fast-paced, unforgettable experience. Under time pressure, each team has to plan, prepare and deliver culinary dishes to a panel of discriminating judges, represented by the program facilitators. As each team completes their cooking challenge, they will be evaluated on their ability to deliver on time, taste, and presentation... and, how successful they are at overcoming some of the unexpected challenges.

Session Topics

**Personal Authentic Leadership
Innovation
Mastering the Unwritten Rules at Work
Critical Conversations
Finance for Leaders
Mentorship: The Power of Giving and Receiving
Emotional Intelligence for Results
Confidence from the Core
Data Analytics for Decision Making
Operations Management
Strategy Thinking
Executive Presence and Building Your Brand**

Speaker Sessions

**Having It All
The Value of Women Leaders
Board Relations**

Graduation Event

An evening to celebrate the accomplishment of the hard work and dedication given to completion of the program. You will receive a Xavier Leadership Certificate.