



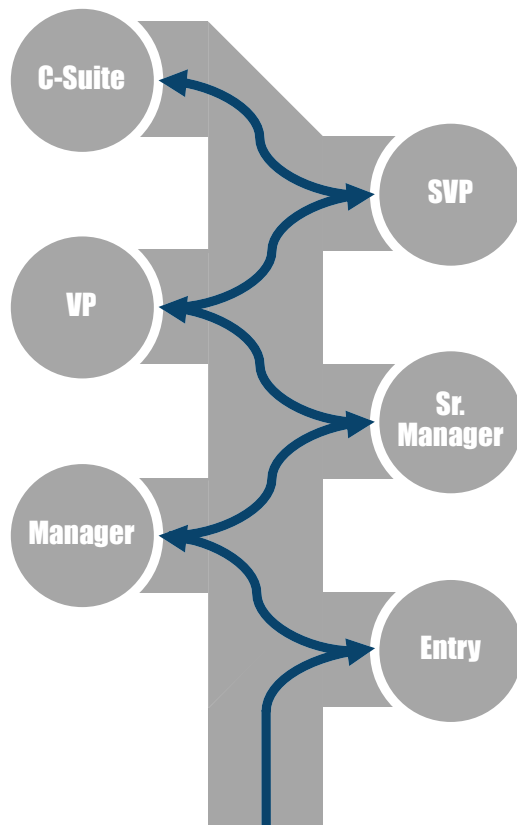
**GUIDE**

## **Power Source: Equipping Women Leaders to Thrive in Disruptive Times**



**CONTEMPORARY  
LEADERSHIP  
ADVISORS**

# Women's Power Must Be Activated As They Rise in Their Careers

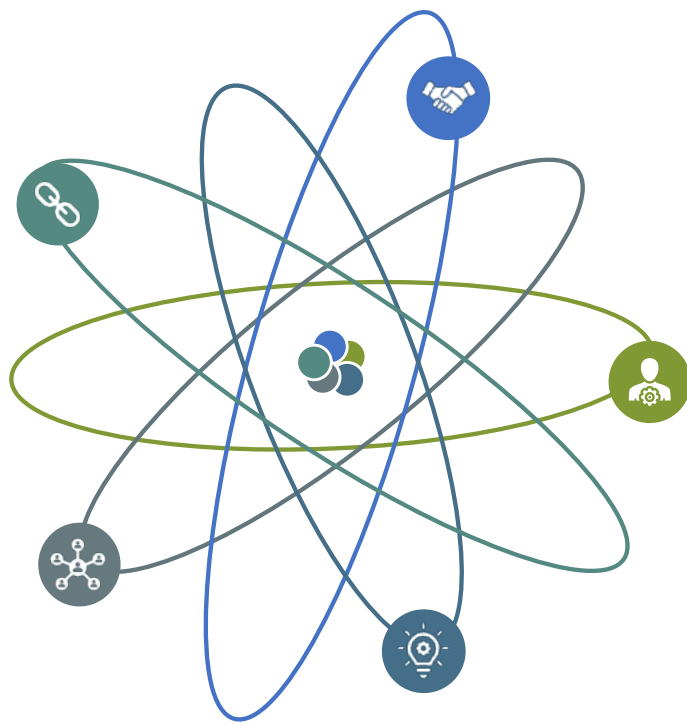


**As women rise in their careers**, they're increasingly in the minority. As a result, many feel a greater need to be perfect, avoid risks, and abstain from development opportunities where they may have to expose vulnerability.

At the same time, men and women tend to cluster by gender. Consequently, women are more likely to be excluded from higher-level informal networks and have greater difficulty finding mentors.

***The Women's Power Source Program*** equips women with the skills, networks, and confidence to continue to progress and thrive in their careers.

# The Power Source Program Activates Women's Power in Five Ways



## **Embrace Connection to Power**

Examine definition, beliefs and feelings about power to connect power to self-perceptions. Identify and embrace the unique attributes women leaders bring to the table.



## **Clarify Purpose For Power**

Anchoring in a personal reason for wanting power (professional or personal purpose) energizes and motivates the pursuit of opportunities to develop power.



## **Understand Power Dynamics in the Organization**

Recognize formal and informal power dynamics across the organization and how to effectively situate the self to capture shifting power.



## **Leverage Networks to Enhance Power**

Relationships are a key way to enact power to achieve goals. Map personal stakeholders to identify gaps and cultivate a multi-purpose network to optimize and wield power effectively.



## **Practice Powerful Behaviors that Inspire**

Women are more likely than men to lead by empowering, mentoring and inspiring others to innovate and perform to higher levels. Women must determine and practice the right powerful behaviors to activate their own power and leadership.

<sup>1</sup>Eagly et al. (2003). Transformational, Transactional, and Laissez- Faire Leadership Styles: A Meta- Analysis Comparing Women and Men. Psychological Bulletin.

<sup>1</sup>Zheng, W., Kark, R., & Meister, A. (2018). How women manage the gendered norms of leadership. Harvard Business Review.

# A Proven Way to Develop Women Leaders

Program participants  
report a

**2X**

increase in their  
leadership capabilities  
as a result of the  
program

**100%**

of program participants  
increased their network  
of strong female leaders  
to turn to for advice  
and guidance at the  
organization

100% Cohort Participation

# Feedback on The Women's Power Source Program



The program was engaging and beneficial for my entire team. My female leaders came away with resources and practical tools they could apply to their daily work.

**Ellen Archer**  
*President of Trade Publishing*  
Houghton Mifflin Harcourt



The Women's Power Source Program resonated deeply with our female leaders and is already showing a significant value return.

**Jill Rosenberg-Jones**  
*Managing Director*  
Goldman Sachs



The Power Source Program increased the leadership impact of participants and expanded our pipeline of female leaders.

**Adrienne Sims**  
*VP, Talent Management*  
OneAmerica



The program was incredibly thought-provoking. I had the opportunity to reflect on behaviors that detract from my power and set some concrete goals to support my growth and effectiveness as a leader.

**Lauren Elicks-McCort**  
*Chief Programs Officer*  
Youth INC

# Power Source Program Overview



**Leveraging an evidence-based framework designed to help women leaders develop their personal and professional power source, this peer-to-peer learning program supports leaders in cultivating the skills and leveraging the tools they need to lead effectively through disruption and beyond.**

## **Program Details**

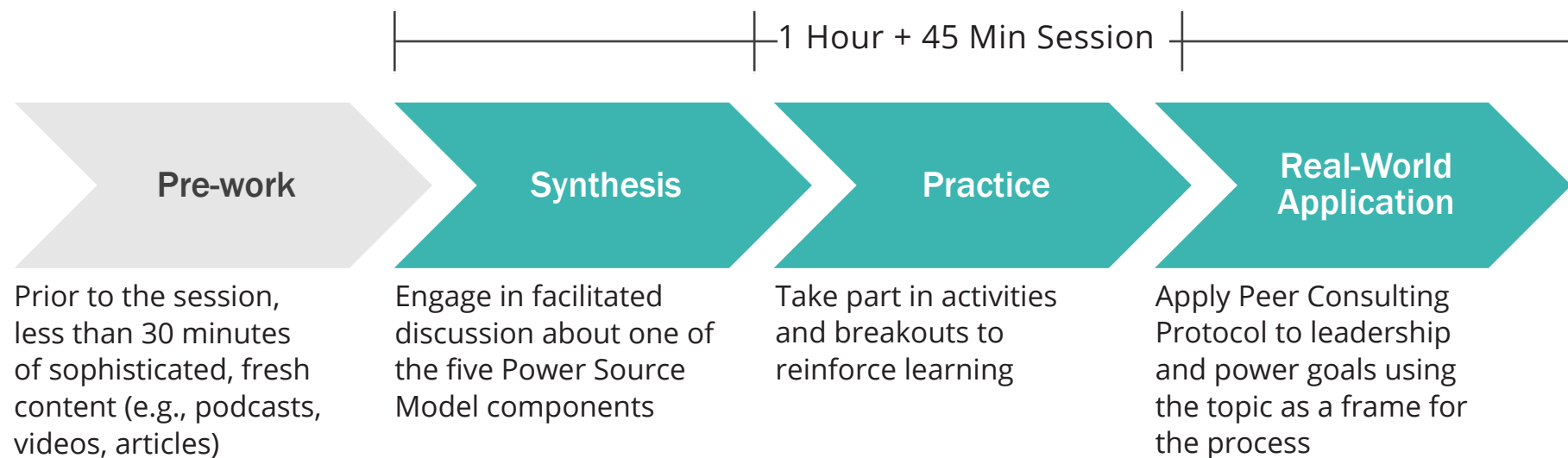
- Four, one hour and forty-five minute sessions of 8-10 people and one additional follow-up session, 6 weeks later
- Delivered virtually by an expert coach
- Sessions held every other week
- Thirty minutes of pre-work (e.g., articles, podcasts, videos) and in-session discussions focus on the application of knowledge, skills and mindsets anchored in the Power Source Model
- Power Source Assessment completed by each participant before and after the program



# How Each Session is Constructed

Each of the five, one hour and 45-minute sessions focuses on a different component of the Power Source Model. Participants will work with one another and their expert coach to discuss cutting-edge research and practice in women's leadership and work through real-world challenges using our Peer Consulting Protocol.

## Session Process

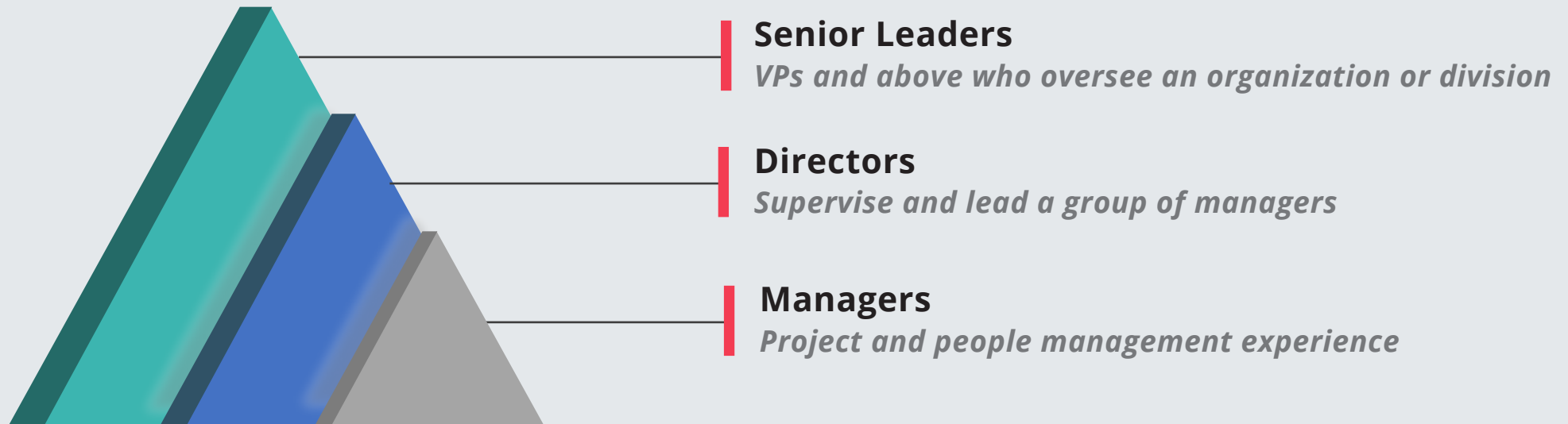


# Delivered to Three Different Audiences

The Power Source Program is particularly helpful for women leaders who have recently taken on enhanced leadership roles, greater responsibility, and a broader scope of control.

When creating program cohorts, we group participants by level, strategically selecting individuals who will create and strengthen critical networks and enhance productivity. The Program is particularly beneficial for groups comprised of women leaders at one of three levels:

## Session Process





# When They Activate Their Power, Women Leaders and Their Organizations Thrive

## Benefits for Women Leaders

- 1 Accelerated and enhanced leadership impact
- 2 Opportunity to practice skills during and between sessions to reinforce learning
- 3 Enhanced cross-functional relationships and an extended informal network
- 4 Practical tools to develop power and greater confidence in wielding power
- 5 Real-time advice from a cohort of peer-coaches

## Benefits for the Organization

- 1 An expanded leadership pipeline that takes full advantage of workforce talent
- 2 Demonstrated ongoing commitment to the long-term development of women leaders
- 3 More engaged women leaders who have enhanced sense of belonging
- 4 Leaders who are better prepared to manage through disruptions such as those caused by Covid-19 and economic uncertainty

**For more information, please email us**  
[inquiries@contemporaryleadership.com](mailto:inquiries@contemporaryleadership.com)



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