



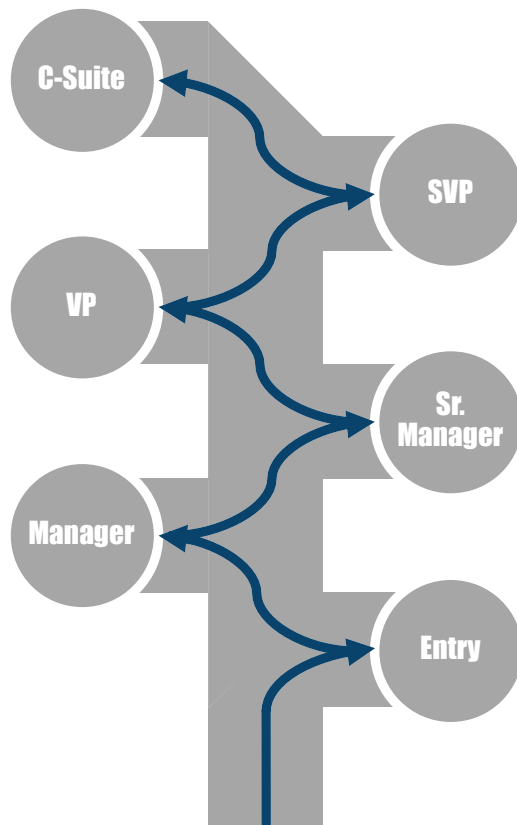
GUIDE

Influence & Impact: Equipping Women Leaders to Thrive in Disruptive Times



**CONTEMPORARY
LEADERSHIP
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Women's Influence & Impact Must Be Activated As They Rise in Their Careers

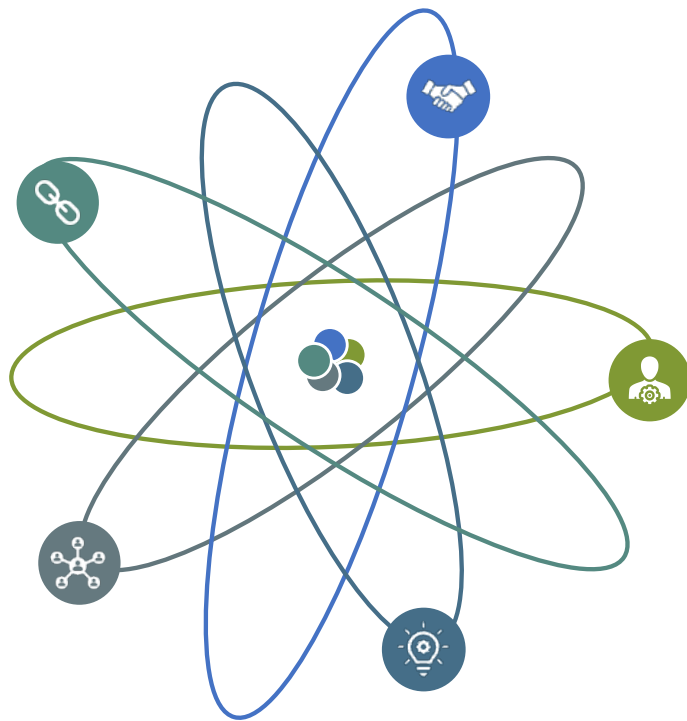


As women rise in their careers, they're increasingly in the minority. As a result, many feel a greater need to be perfect, avoid risks, and abstain from development opportunities where they may have to expose vulnerability.

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 Influence & Impact Program equips women with the skills, networks, and confidence to continue to progress and thrive in their careers.

The Influence & Impact Program Activates Women's Power in Five Ways



Embrace Connection to Influence

Examine beliefs and feelings about influencing others to drive results and organizational change. Identify and embrace the unique attributes and various identities that diverse leaders bring to the table.



Clarify Purpose for Influence

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



Understand Dynamics of Influence

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



Leverage Networks to Enhance Influence

Relationships are a key way to enact influence to create reverberating impact. Map personal stakeholders to identify gaps and cultivate a multi-purpose network to optimize and wield influence effectively.



Practice Influential Behaviors

Leaders must recognize and leverage how their unique identities, perspective, and personal strengths help them expand their own influence and leadership.

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

¹Zheng, 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 Influence & Impact 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 Program resonated deeply with our female leaders and is already showing a significant value return.

Jill Rosenberg-Jones
Managing Director
Goldman Sachs



The Influence & Impact 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 Influence & Impact, 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.

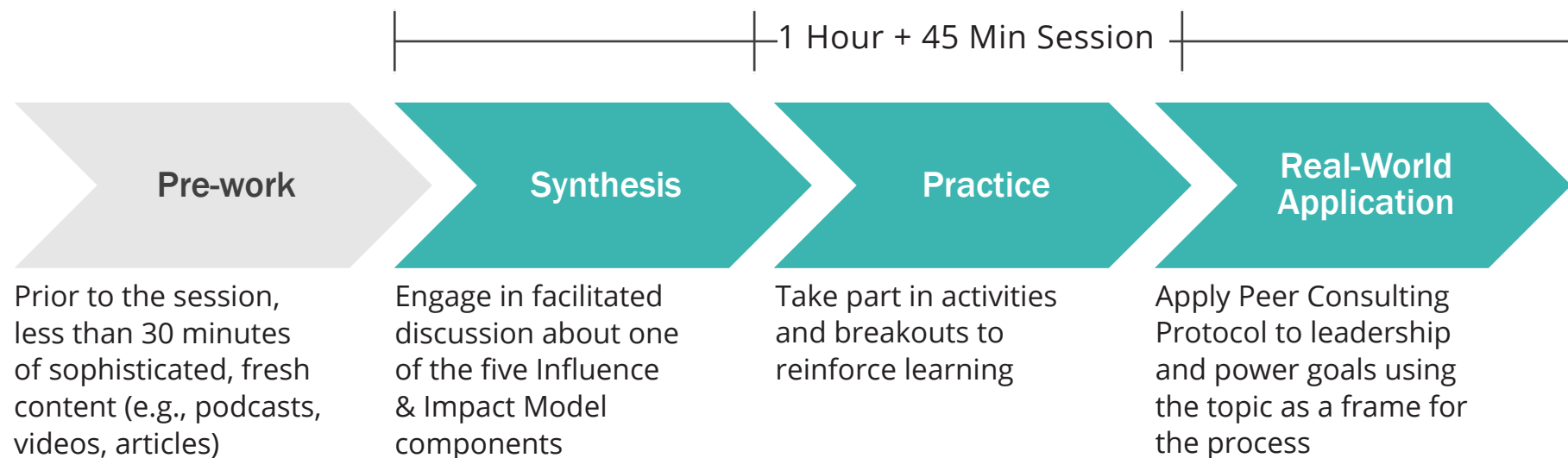
Program Details

- 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 Influence & Impact Model
- Influence & Impact 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 Influence & Impact 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 Influence & Impact 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 Influence & Impact, 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



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