

IWLP™ Process Details

PROGRAM DESCRIPTION

The IWLP™ is dedicated to leadership excellence for women around the world. This year-long program is designed to help women navigate the extreme complexity and intense pressure of a corporate leadership role. The program guarantees improvement in critical skills that will result in greater confidence to make decisions and lead teams. Among many other things, women learn to resolve conflict effectively while leveraging its valuable creative tension, and reduce resistance to change without becoming disillusioned or derailed.

-  Vision and Direction Setting; Business Ethics and Values; Trust and Loyalty
-  Intrapersonal and Interpersonal Dynamics
-  Building High Performing Teams; Managing Performance
-  Communication; Giving and Receiving Feedback
-  Change and Transition Management
-  Strategic Execution



Six intensive *learning sessions* (content listed above) form the backbone of this program. Supplemental *field assignments* related directly to the core competencies translate real-time learning into immediate results on pressing issues. Unlimited *telephone & email coaching* ensures your leader has the support she needs, when and where she needs it.

Acceptance into the program is dependent on the results of a candidate interview. Once accepted, the process begins with a cultural audit and various exploratory interviews, which give a better understanding of the organizational uniqueness as well as insight into the root causes of the leader's challenges. Work is done on-site and uses the leader's own team for all learning activities, enabling the leader and the organization to benefit from immediate results.

Peer Pods

Organizations that wish to maximize ROI select three leaders that will progress through the IWLP together. This benefits the leaders and the organization by breaking down silos and organizational barriers, strengthening the leaders' business network, and broadening the scope of each leader's business acumen.

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ACHIEVE LEADERSHIP GREATNESS...

Define the playing field

Strong leadership begins with an understanding of where you are and a vision of where you are going. Create an inspirational vision, a motivational mission, executable goals and livable values. Weave these into a strong foundation that delivers a creative and sustainable plan for moving your team and yourself forward.

- Understand the culture of the organization and how it impacts results
- Assess the current and desired culture of your team
- Draft goals that enable execution
- Explore the relationship between trust and loyalty in the workplace



Leading the Leader

Myers Briggs is a personality profiling tool that helps you understand yourself better and in turn, get along better with others. This session will explore the dynamics of differences between people and is targeted to help you and your people get better results.

- Analyze your own personality type
- Understand how your type affects your ability to get results
- Get along better with others, regardless of personality differences
- Better manage change, stress, communication, conflict, team building, etc. both inside and outside the workplace



Create a team of great players

Managing the performance of individuals and the team as a whole is often the most difficult part of a leader's job. The more diverse a team is, the stronger the leader must be in order to draw out the full potential. Navigate the different needs, engage the individuals, and turn a group of professionals into a high-performing team.

- Understand the five stages of team development
- Diagnose the development level of your current team
- Define a plan for moving your team to the next level
- Use a situational leadership methodology to drive performance



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... BY OPTIMIZING TEAM PERFORMANCE

Energize your communication

A vast amount of time and energy is spent communicating when you are a leader. Yet miscommunication is still the root of many leadership challenges, both large and small. Communicate for understanding in interpersonal communication situations and handle formal presentations with confidence and poise.

- Communicate for understanding vs. speaking to be heard
- Craft and deliver an engaging message to all levels of the organization
- Be more aware of the non-verbal messages
- Understand how to be more effective in formal presentation settings



Get people on board with change

Leaders skilled in dealing with the inevitable dynamics of change are able to capitalize on productivity improvements sooner. Skillfully managing the team, you included, through change, resistance and transition is the hallmark of a great leader.

- Understand the difference between change and transition
- Apply transition management to any personal or organizational change
- Use a proven process for breaking through resistance
- Analyze change properly and make more effective decisions
- Design a plan for effectively communicating change



Deliver great results

Your ability to rally the team around the organizational strategy and deliver on it will be a true test of your leadership ability. No one wins until execution happens.

- Understand the key concepts of project and goal execution
- Have a formula for creating an executable goal
- Create a list of high-leverage activities
- Understand how to measure results so they motivate the team
- Use a systematic process for imbedding accountability in the team



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THE INTERVIEW

This program is not for everyone. It is critical for the success of your leader that we first determine if she is right for the program and if the program is right for her. The IWLP™ is an intensive program and will add a considerable amount of work to her day for the first 3-6 months. It is imperative that she understands this additional workload and that she be supported by her immediate supervisor in handling all work and program expectations.

Following each of the half-day learning sessions, fieldwork assignments are given and their completion is important to achieve immediate productivity improvement results with the team.

THE PROGRAM FEE

The fee for the program in Canada is \$10,000 plus applicable taxes. This includes all predefined program materials for the six learning sessions, tutoring for six half-day in-person learning sessions, a cultural audit, and personal coaching via telephone and email. This fee does not cover travel expenses for the coach outside of their local geographic area, nor does it cover the optional 360-feedback process.

The program fee is due in full before the beginning of the program. The year begins with the first learning session.

THE TIMELINE

The program begins with the interview and ends with certificate presentation, which is typically 15 months in total.

<i>2 months prior</i>	Candidate interview; upon acceptance, invoice submitted and payable on receipt
<i>1 month prior</i>	Cultural audit; telephone and/or in-person interviews; 360 feedback (optional)
<i>Month 1</i>	Learning sessions 1-6 approximately 3-4 weeks apart; support coaching as needed
<i>Month 7</i>	Support coaching
<i>Month 12</i>	360 feedback (optional)
<i>Month 13</i>	Certificate presentation; alumni membership begins

PEER PODS - THE GROUP OPTION

It is possible to have up to three employees participate in the program at the same time. This provides peer mentoring support for the employees, which in turn has tangible benefits for the organization.

All learning sessions are conducted as a group and all coaching is done in private. Group members must work for the same organization, attend the learning sessions in person on-site, and one overall cultural audit is conducted. Departmental interviews are conducted for each participant individually.

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THE PARTICIPANT'S ACCOUNTABILITY

Schedule agreements are made between the participant and the facilitator allowing maximum flexibility around the participant's work schedule. Unless otherwise specified, all in-person events will be conducted in the participant's office or in a conference room if the participant does not have an enclosed office. The learning sessions are to be considered a high priority by the participant and attendance commitments are expected to be honoured unless there is a personal or business emergency.

After each learning session there is fieldwork, which is to be worked on and finished before the next learning session; typically three weeks later. The participant is also expected to initiate coaching calls on a regular basis.

Each member of the program is coached on how to strengthen the relationship with her direct supervisor. It is expected that the program participant will keep the direct supervisor up to date on all activities.

THE COACH'S ACCOUNTABILITY

Dawn Frail does all of the coaching work with the IWLP™ participants herself. All information shared between the participant and Dawn is considered confidential, except in the case where there is perceived danger or illegal conduct. In this case, Dawn will inform the business partner (i.e. HR, VP, etc.) of the information uncovered and in most cases will leave resolution and rectification in the hands of the organization. Dawn will come to the participant's office location for prearranged sessions, and then at her discretion throughout the program. For all other coaching, Dawn will be available by telephone and email during regular business hours.

Dawn will come prepared to coach, tutor, mentor and fully engage the participant during the sessions. This includes asking the hard questions when necessary and pushing the participant beyond what they may feel comfortable with. Rest assured that Dawn has the courage to do what's necessary to bring out the very best in your employee. If requested, Dawn is willing to provide a general and high-level summary of the employee's progress and activities during the program. This report will naturally honour the confidential nature of the coaching relationship.

THE ADDED BENEFIT

The best part about participating in the IWLP™ is that you benefit from having Dawn as an integral member of the team for a full year... without the hassle or expense of added staff! Having someone to work with who truly understands your culture and the reality of what your staff goes through on a daily basis is worth its weight in gold. That's when you're external consultant truly becomes a valuable resource.

THE FINE PRINT

This document is to help you understand the general flow and nature of the program. It is meant to clarify expectations and is not intended to be a contract. Any part of this document may change at any time without prior notice.