

A Women's Leadership & Development Program

Using our custom design expertise in assessment, coaching and leadership development, BeamPines has created a program in response to the needs cited by our Women coaching candidates, alumna and targeted research on the growth and development needs of Women Executives. The Program focuses on five critical competencies that are most often cited in Growth and Development recommendations. Each element of the program adds value as a stand-alone module or as part of a comprehensive package. Women can benefit from any or all of the elements according to their needs and circumstances.

The competencies are:

- Emotional Competence
- Building and Managing Relationships
- Communications Skills
- Owning and Positioning Your Power
- Executive Leadership and Presence

Overview

As a base line for establishing expectations and goals, each candidate will be interviewed by a BeamPines Facilitator and engaged in a three-way discussion with the Facilitator and their Supervisor. As a minimum, feedback will be solicited from the supervisor and internal 360's or other relevant performance material will be reviewed. As an enhanced option, each candidate will be invited to participate in a customized CYC assessment. They will complete specially selected instruments and interview with a BeamPines Assessment Psychologist who will assist in identifying strengths and challenges, and setting goals for the program.

Program candidates benefit from:

- Five workshop/roundtable meetings – conducted over six months featuring a subject expert on each of the five competencies
- Individual Coaching Opportunity – building on the feedback from the initial assessment and developing awareness from workshops
- Shipboard learning lab – experiential learning lab on board the Tall Ship Unicorn, a 118' schooner, provides women with the opportunity to literally “take the helm”
- Post CYC feedback – candidate and CYC Facilitator/Coach will meet with candidate's supervisor for feedback, with all three addressing goals, learning, observed changes and setting new goals for continued development

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