

A Women's Leadership & Development Program

Leadership competencies for women in the executive ranks are more critical than ever in a shrinking world where global competition, with global issues and impact are the rule versus the exception.

Vision, strategy and execution through others are the hallmarks of effective leaders. The ability to capitalize on these characteristics through both managing relationships and leading groups and individuals is now accepted as the minimum standard for the future C-Suite executives.

In addition, the importance of utilizing all of the resources and functions available to make sound and inspirational decisions, whether it is a financial decision or an ethical decision, cannot be downplayed.

This isn't just about avoiding derailment; this is about advancing the Vision through focus on personal leadership qualities.

Drawing upon our 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 Intelligence
- 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** – featuring a subject matter expert on each of the five competencies. **Optional Individual Coaching Opportunity** – building on the feedback from the initial assessment and developing awareness from workshop. **Optional 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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