

KPMG's Executive Leadership Institute for Women

A leadership development series created by KPMG's Network of Women (KNOW) and *The Leader's Edge/Leaders By Design*

In these economic times, the need for effective leadership has never been more important. KPMG's Executive Leadership Institute for Women is designed to equip participants with a deep understanding of the principles and practical skills that will allow them to achieve leadership excellence.



KPMG's Executive Leadership Institute for Women

- Created by KNOW in collaboration with *The Leader's Edge/Leaders By Design*
- A locally based program for highly talented executive women who currently hold significant leadership positions
- Practical instruction in leadership development that delivers immediate impact and workplace application
- A certificate-based curriculum developed and taught by experienced executives, who are also trained psychologists, researchers, and PhDs—each with more than 25 years of experience in executive coaching, leadership development, and career counseling
- A program of four half-day leadership sessions conducted over the course of a year, reinforced with monthly virtual meetings that provide personalized instruction and support from trained facilitators
- An opportunity for networking with a diverse group of senior women executives who represent a cadre of prestigious global companies
- Distinct design that provides continuity, instruction, and networking for practical application to your individual work environment
- The opportunity to enhance individual awareness and development through the use of reliable and valid assessment tools
- A limited enrollment that helps ensure effective and individualized attention
- Timely, convenient, and cost effective
- CPE credits provided

Continuous learning

KPMG's Executive Leadership Institute for Women is comprised of four half-day classroom sessions held on a quarterly basis. The sessions will be in Downtown Los Angeles.

Each meeting will begin with breakfast followed by the classroom session. Attendees will participate in a combination of minilectures and interactive discussions around case studies and real-life leadership challenges. Lunch will be provided at the conclusion of each session to allow participants the opportunity to network.

Monthly facilitated discussions will be held in smaller cohort groups. Cohorts will discuss the application of the learnings to their own individual situations, receive guidance on and reinforcement of the principles learned from previous sessions, and discuss reading assignments. The year's program culminates in a final cohort session and graduation ceremony.

Candidates for KPMG's Executive Leadership Institute are women with significant years of leadership experience. The requirements for joining as a participant include being sponsored by your company and being a high-performing, high-potential woman at the director level or above. All participants will be matched to an appropriate group of peers for the cohort groups.

The cost per participant will be \$5,000.00.

Curriculum

SESSION I: Thursday, October 29, 2015

8:00 a.m.–8:30 a.m. – Networking Breakfast

8:30 a.m.–2:00 p.m. – Session (including lunch)

Building Your Leadership Platform:

Gender and Leadership

Presented by Molly D. Shepard, MS, MSM, and Peter J. Dean, PhD

This course deals with the personal and interpersonal aspects of leadership and addresses how "gender intelligence" can improve exchanges at work. Participants will use a leadership style assessment instrument that evaluates their capacity in the four distinct dispositions of leadership and helps them apply each of the dispositions to appropriate workplace situations. Participants will explore the natural strengths women bring to the workplace; how to interact successfully with the natural strengths of men; and the benefits of appreciating, understanding; and integrating the different leadership styles between the genders. Additional insights into the differences between management and leadership and how women and men relate to power, ego, communication, and change within the work environment will be examined. This course promises to provide the fundamentals for authentic and collaborative leadership.

SESSION II: Thursday, January 14, 2016

8:00 a.m.–8:30 a.m. – Networking Breakfast

8:30 a.m.–1:30 p.m. – Session (including lunch)

Organizational Savvy and Effective Influence

Presented by Nila G. Betof, PhD

In this interactive session, each participant will analyze her ability to get things done through people and develop a deeper understanding of the organizational and cultural dynamics of the organization. This segment will focus on how to "map" the various stakeholders on an issue and how to develop strategies for building critical mass in support of that issue. Additionally, this module addresses the use of influencing tactics—how and when to use them. The goal of this class is to provide insight into the participant's personal style in order to more effectively influence other people, while still being true to herself.

SESSION III: Tuesday, April 19, 2016

8:00 a.m.–8:30 a.m. – Networking Breakfast

8:30 a.m.–1:30 p.m. – Session (including lunch)

Building Personal Resiliency

Presented by Nila G. Betof, PhD

This seminar will reveal the strategies on how to become more resilient when faced with conflict, disappointment, and hard times. Participants will use a self-assessment instrument to determine their current levels of resiliency. The instrument will be reviewed by the participants and will pinpoint strengths and potential vulnerabilities and will help to chart new strategies for enhancing personal well-being and overall performance. Additionally, this session will describe solutions for creating team resiliency. At the conclusion, participants will develop an action plan to build an internal reservoir of resiliency to tap into when needed.

SESSION IV: Thursday, June 9, 2016

8:00 a.m.–8:30 a.m. – Networking Breakfast

8:30 a.m.–1:30 p.m. – Session (including lunch)

**Ensuring a High-Performing Career:
Strategies for Managing Success**

Presented by Betsy Reeder, MBA, PCC

Participants will be led through an interactive session that explores each person's skills, strengths, and career interests. The discussion will include an exercise that is designed to give an individual knowledge and ownership over her career planning and growth. A gap analysis will determine which experiences and skills each participant needs to acquire to achieve her potential and career goals. Additionally, participants will explore how to mesh their skills, strengths, and interests with the needs of a civic, community, or nonprofit organization to gain additional experience, contacts, and personal satisfaction. In conclusion, participants should be motivated to take control over their own careers and given the encouragement and guidelines to do so.

Session V:

Final Cohort Session and Graduation Luncheon

Thursday, September 15

Time & Agenda TBD



About KNOW

KPMG LLP's Network of Women (KNOW) was originally established in 2003 in three cities and has grown to 60 chapters. KNOW plays a major role in supporting the advancement of women at KPMG. Over the past year, KNOW delivered nearly 300 professional development and career advancement programs to an audience of nearly 15,000 KPMG men and women.

The objectives of KNOW are to help drive the firm's Employer of Choice goal, recognize and celebrate the contributions and successes of our women, increase networking opportunities for women, develop mentoring relationships, highlight career and professional development opportunities, and provide a forum for women to share experiences and support each other in personal and professional pursuits. KPMG is currently tied for the firm having the highest percentage of female equity partners among Big Four accounting firms, and is a recipient of the prestigious Catalyst Award, an honor given to only a select few organizations in recognition of their programs to support and advance women in business.

About *The Leader's Edge/Leaders By Design*

The Leader's Edge/Leaders By Design is an international leadership development and consulting firm dedicated to the growth and advancement of executive and high-potential men and women. Through tailored programs, leaders refine their communication styles, strategic thinking, networking skills, impact and presence, and political awareness in order to capitalize on potential opportunities and achieve high-impact results for their organizations.

Contact us

For more information or to discuss participating in KPMG's Executive Leadership Institute for Women, please contact:

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Institutes are being offered in Dallas, Los Angeles, New York City, Philadelphia, and Washington, DC on various dates/times throughout 2015/2016.



KPMG's Executive Leadership Institute for Women Testimonials

KPMG is committed to leadership excellence. In forming KPMG's Executive Leadership Institute for Women, we have teamed with *The Leader's Edge/Leaders By Design* to create a sophisticated curriculum and successful program.



"In our daily work lives, it's often hard to find time to devote to self-development. KPMG's Executive Leadership program was exactly what I was looking for. *The Leader's Edge/Leaders By Design* and KPMG brought together an amazing group of local women leaders and gave me a chance to network with peers, while also developing my leadership skills. The cohort groups provided me with a new set of mentors, with different and unique perspectives. The coaching from *The Leader's Edge/Leaders By Design* helped me address some real-time issues. All of this was done in a way that fit into my schedule. It's never too late to find time for a program like this."

– Denise Dombay, Senior Vice President and Chief Audit Executive at Marriott International



"The seasoned *Leader's Edge/Leaders By Design* facilitators create a learning environment that encourages participants to openly share their personal and professional experiences, which was an effective method for me to evaluate and refine my own communication and leadership styles. I also found the opportunity to network with a group of highly talented senior executive women from diverse industries extremely motivational. I know I will continue to actively engage with many of the participants I met through KPMG's Executive Leadership Institute for Women, and I would encourage any woman who wants to advance her career, as well as strengthen her effectiveness in the work environment, to participate in this forum."

– Lori Sabet, Managing Director, Global Human Resources, Carlyle



“KPMG’s Executive Leadership Institute for Women course provided a great opportunity for me to network with a diverse and highly talented group of women executives. This program has abetted me to identify, develop and refine my own leadership skills and style, while using its practical applications in my workplace and personal life.”

– **Chandra Chudamani, Vice President – Finance,
BAE Systems, Inc.**



“KPMG’s Executive Leadership Institute for Women course has been an incredible opportunity to examine my own leadership style, including both my strengths and areas of development and, critically, how that style impacts others with whom I work. It has been an introspective journey that I am confident will serve to help me grow as a leader both inside and outside the office.”

– **Emily Denney, Senior Director, Brand Corporate Affairs,
AstraZeneca Pharmaceuticals**

“At Towers Watson we believe that attracting, retaining and motivating associates with diverse backgrounds, opinions and experiences is critical for the success of our company and clients. The KPMG Executive Leadership Institute for Women is a wonderful opportunity for professional women on my team to network and discuss issues unique to them with other women in leadership positions. The program allows women to share ideas, gain different perspectives, build confidence and discover their own management style as they build a strong foundation for their careers. I am pleased to say that we have one graduate of the program, one candidate currently enrolled in the program and four others who will be participating in the future. With the increasing number of professional women moving into senior leadership positions, this program is invaluable. We have certainly gained-from it at Towers Watson.”

– **Norman J. Buchanan, Global Tax Director, Towers Watson**

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