

What CLIENTS Are Saying...

Results for the Workplace - Graduates and their Managers cite specific **ACTIONS STEPS** or **SKILLS** learned at EXCEL:

- Gaining confidence in leadership style, area of expertise and skill-set
- Becoming involved in initiatives that improve visibility in the organization
- Being more proactive to engage with colleagues across silos and building a strategic network
- Speaking more succinctly and strategically with colleagues and in meetings
- Making time to focus on targeted leadership skills for self and others
- Being prepared to share updates to inform leaders of accomplishments

Feedback from Sponsors and Graduates - Valuable **TAKEAWAYS** and **BEHAVIORAL CHANGES** from EXCEL:

- *"I have shifted my mentality from 'worker bee' toward leader and driver."*
- *"I took the opportunity to update the SVP on my work using data and delivered it succinctly."*
- *"The program gave me confidence in my value and has encouraged me to speak up more and make contributions."*
- *"Now that I understand various leadership styles, I will continue to be aware of my audience, initiate conversations going into meetings and open up lines of communication instead of keeping my head down."*
- *"She has been promoted – she is carrying herself differently and is taking a more proactive role in meetings."*
- *"I have observed her delegating more and concentrating on developing others."*
- *"She is more proactive as a leader – she initiates, takes the lead, and is more assertive with her team."*
- *"The change was transformational! It is now obvious that she is leading from the front and with confidence."*
- *"As her manager, I am extremely pleased with what she learned and how she is putting it into practice – I can see her newly-acquired tactics will benefit her, her team and the firm."*

EXCEL prepares emerging talent to move from tactical manager to strategic leader

Participants develop critical skills necessary to advance in their organizations

Representative Clients...

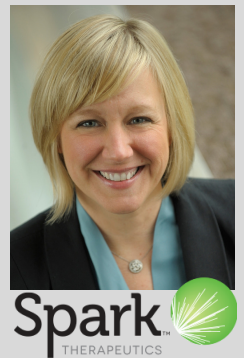




What SPONSORS Are Saying About EXCEL

“ We have sponsored nearly 20 talented women in this program, ranging from first line managers to recently promoted directors. Our team members value the opportunity to practice building self-awareness, promoting their accomplishments, and sharing their ideas with confidence – all in a safe and supportive setting. It has been exciting to see the Spark EXCEL alumni continue to meet informally to deepen the learning and support each other’s growth.

Jennifer Flaisher - Lead HRBP and Head of Talent Development at Spark Therapeutics



“ UGI Corporation has been utilizing the EXCEL program as a development option for our high-potential and emerging leaders in the organization for several years. I am happy to report that we have experienced excellent results, with several of these women experiencing profound changes in the relatively short period of time that they were in EXCEL. Some of the areas of improvement for these individuals have been in the area of executive presence, self-advocacy, and what I would call professional courage.

Karen DeLise - Director, Talent Strategy & Development at UGI Corporation

“ I have seen an emerging leader blossom as a result of EXCEL. She is now more focused on driving business outcomes than writing emails and is networking with stakeholders - getting them on her calendar and chatting with them about her personal brand. She is also actively developing her direct reports and partnering with her peers in a more effective way. I have seen a 180° change and I have major growth plans for her.

Shirley Whitfield - Sr. Director, Global TA Planning & Launch Excellence at AstraZeneca

