

A LEADERSHIP EXPERIENCE FOR BLACK WOMEN

Is your company leveraging the talents and abilities of Black professional women?



Invest in your Black women leaders

We have created a *virtual* leadership development program designed to equip talented, ambitious Black professional women with the proven tools, strategies and insights needed to navigate critical challenges they face as they progress in their careers.

What sets our program apart is simple – **we teach leadership skills and approaches that can be immediately applied to the workplace.** Through our research and experience working with senior-level, high-achieving Black

women, we have found that the distinctive challenges they face are frequently nuanced and discretely embedded into their professional experiences. Because these obstacles are not obvious, effective workplace solutions and approaches must be carefully crafted.

This Experience helps Black women build their leadership skills and develop a keener understanding of workplace issues while leveraging practical tools to increase impact and achieve their professional goals.



Over seventy-five percent of corporate executives agree that having people of color in senior-level positions increases innovation and better serves a diverse customer base. But many companies are not leveraging the talents and abilities of Black professional women. The representation figures tell the story as Black women:

- Make up only 4% of C-suite positions, 5% of SVP positions and 7% of VP roles
- Hold just 4.6% of corporate board seats in the Fortune 500
- Earn 62 cents for every dollar white, non-Hispanic men earn

BENEFITS

This Experience impacts the organization and participants in multiple ways:

- Validates experiences of Black professional women
- Provides development and skills-building while addressing the unique barriers and micro-inequities Black women face in the workplace
- Provides tools and approaches to effectively react to and anticipate workplace dynamics
- Focuses on immediate implementation and long-term impact
- Builds a supportive cross-industry community to deepen strategic networks and allyship
- Strengthens loyalty and company retention through the investment in professional development

Black women face unique experiences in the corporate world that can lead to feelings of disempowerment, frustration and missed opportunities. **As double outsiders by virtue of gender and ethnicity, Black women want to know what it takes to achieve higher levels of success, visibility, and rewards while being acknowledged for their current accomplishments and preserving their cultural identities.**

PROGRAM

The program components include:

- Individual coaching meetings
- Virtual skills-building sessions
- Group cohort discussion calls
- Prestigious guest speakers
- Assessment instruments with feedback
- Select readings to pull through learnings

A Leadership Experience for Black Women is offered in partnership by The Leader's Edge/Leaders By Design and SYNC Worldwide.

"It was helpful to know there are other Black women experiencing similar issues in the corporate environment, and there are tools and advice that can be applied to deal with these situations."

- Past Participant

"This has been one of the most informative leadership programs that I have participated in during my career."

- Past Participant

THE EXPERIENCE BEGINS ON OCTOBER 20, 2020

For more information, contact Monica Warner at mwarner@the-leaders-edge.com.
Or visit our website www.the-leaders-edge.com/the-experience.