



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*

The need for effective leadership has never been more important than it is right now. 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—most with more than 30 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 over a year. The sessions are hosted at the KPMG's Tysons Corner office located at 8350 Broad Street in McLean, Virginia once it is safe to meet in person. Until that time, sessions will be conducted virtually.

Attendees will participate in a combination of minilectures and interactive discussions around case studies and real-life leadership challenges. In an in-person setting, lunch will be provided at the conclusion of each session to allow participants the opportunity to network.

Monthly facilitated discussions will be held virtually with 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.

Curriculum

Session I: Thursday, June 10, 2021

9:00 a.m.–1:00 p.m. (Virtual)

Building Self-Awareness & Understanding Your Leadership Style

This session deals with the personal and interpersonal aspects of leadership and addresses how to interact effectively with others in the workplace. Participants will: use an online leadership style assessment instrument to determine their own predominant leadership style; gain insight into the four unique dispositions of leadership; and learn how to apply or 'flex' each to the appropriate workplace situations. The session will also discuss strategic networking as an important leadership tool and provide participants with the opportunity to examine the role of networking in achieving their professional and organizational goals. A discussion on how confidence effects relationships in the workplace is also included.

Session II: Thursday, September 16, 2021

8:00 a.m.–1:00 p.m.

Leading Change and Leveraging Your Influence

This session will focus on organizational dynamics and influencing tactics – including how and when to use them to motivate, enact change or move an initiative forward. Participants will analyze their current ability to influence stakeholders to achieve organizational goals and further learn how to align their influencing style and tactics with their stakeholders to benefit the organization. This interactive session includes a case study that provides participants the opportunity to practice matching their influencing tactics with the business interests of their stakeholders.

Session III: Thursday, December 9, 2021

8:00 a.m.–1:00 p.m.

Being Resilient: A Key to Leadership Success

This session reveals strategies to recover from tough hardships and difficult challenges and how to build and exercise resiliency during the everyday stresses and disappointments in work and life. Participants will use a self-assessment instrument to determine their current level of resiliency. The instrument will be reviewed to pinpoint strengths and potential vulnerabilities and to chart new strategies for enhancing personal well-being and overall performance. Additionally, this session provides new approaches to creating team resiliency. At the conclusion, participants will develop an action plan to build an internal reservoir of resiliency.

Session IV: Thursday, March 10, 2022

8:00 a.m.–1:00 p.m.

Accelerating Success: Strategies for Career Growth

Participants will be led through an interactive session focused on taking greater control over their careers and will be provided with the motivation and guidelines to do so. During the session, each participant will explore her skills, strengths, accomplishments and career interests. A gap analysis will determine which experiences, skills or resources each participant needs to acquire to achieve her potential and career goals. Additionally, participants will explore their "brand" and learn the importance of defining it. The session will conclude with a discussion on how to move forward in their career development journey whether it be towards finding sponsors, joining a board, honing self-promotion skills or another professional endeavor.

Graduation Celebration: Thursday, TBD

Location to be determined.

About KNOW

KPMG LLP's Network of Women (KNOW) was originally established in 2003 in three cities and has grown to 64 chapters. KNOW plays a major role in supporting the advancement of women at KPMG.

The objectives of KNOW are to foster an inclusive environment where women can thrive, increase networking opportunities for women, connect KPMG women to women in the marketplace, positioning them for market development opportunities, develop mentoring relationships, further the development and advancement of women, and provide a forum for women to share experiences and support each other in personal and professional pursuits. KPMG 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 a leadership development and executive coaching 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 also being offered in Atlanta, Boston, Dallas, Los Angeles, New York City, and Philadelphia on various dates throughout the year.



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.



“ The Executive Leadership Institute for Women (ELIW) was an excellent, enriching professional development opportunity that I highly recommend to women executives who want to manage their careers with better intention and purpose. The curated content and accompanying personal assessments sharpen leadership skills, widen perspectives on women in the workplace and bring greater self-realization and awareness, bolstered by the strong support and real-life applications of the cohort sessions. The incredibly talented team at *The Leader's Edge/Leaders By Design* was exceptional, as were the diverse women executives who participated, many of whom are now not only part of my core career network, but also friends. We learned to maximize workplace interactions and impact, advocate, mentor, thrive and enhance our resilience for challenging times. My year in this program was nothing short of transformational. ”

– **Vonda T. Hampton, Director, Global Marketing and Communications, APCO Worldwide**



“ I would recommend this program because it examines topics that many professionals deal with today. Learning how important it is to network, recognizing your skills, strengths, and what you bring to the table, and how to navigate through difficult work relationships. I have already begun applying many of the takeaways from the program that include building my self-brand and mentoring other women in the company to help their development. Overall is it a great program that allowed me to professionally self-reflect on skills I need to improve, gain, or strengthen. ”

– **Carina Johnson, Senior Vice President | Servicing, Walker & Dunlop**



“ Having the opportunity to hear from and connect with other senior female leaders regarding their careers and journeys was extremely impactful. I found hearing the stories of others helped me balance my own story - you know the story we all tell ourselves such as “am I good enough” or “I didn't get that job because.... ” The openness and transparency brought through expert cohort facilitation was refreshing and useful. I would also say that the program assignments provided a pull-through and created a good platform for the cohort discussions and the take-aways. ”

– **Kellie Bickenbach, Senior Vice President, Enterprise Operational Risk, Fannie Mae**



“ At Willis 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 are now working on graduating our fourth candidate from the program. We are also working on identifying other Finance candidates 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 Willis Towers Watson. ”

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



“ Being a part of the 2020 Class of the KPMG Executive Leadership Institute for Women provided me with insights and resources to increase resiliency during a year when it was never needed more. Beyond learning more about myself as a leader, I had the privilege to meet monthly with an amazing group of women in senior executive positions. We shared ideas, coping mechanisms, and recognized and encouraged the strengths – and opportunities – we saw in one another. I believe we are all better positioned for professional success now and in future chapters. I thoroughly enjoyed the program and highly recommend it. ”

– **Michele Jerome, Senior Vice President, Enterprise Operations, MCI USA**

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