



# KPMG Executive Leadership Institute for Women

A leadership development series created by the  
KPMG Network of Women and The Leader's Edge

2024



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# KPMG Executive Leadership Institute for Women

The need for authentic leadership has never been more important than it is right now. The KPMG Executive Leadership Institute for Women (KELIW) is designed to equip participants with fundamental skills and practical tools that will allow them to increase their effectiveness and impact as a leader.

- Created by KPMG Network of Women (KNOW) in collaboration with The Leader's Edge
- 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 multimodality program consisting of four half-day sessions complimented by in-depth small group discussions led by a certified executive coach
- An opportunity for participants to grow their network 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 individual work environments



- The opportunity to enhance individual awareness and development through the use of reliable and valid assessment tools
- Selective enrollment process that ensures effective and individualized attention
- Continuing professional education credits provided

Candidates for KELIW 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 \$6,000.



“ELIW was an incredibly enriching experience that significantly contributed to my professional growth. What stood out most was the program’s emphasis on holistic leadership development. ELIW didn’t just focus on

traditional leadership skills; it delved deeper into fostering authentic leadership qualities, empowering us to lead with purpose and resilience.

The program’s well-designed curriculum, interactive sessions, and expert guidance provided invaluable insights into a variety leadership challenges and effective strategies to overcome them. The diverse perspectives shared among participants within the cohorts also enriched the learning experience and broadened my view of inclusive leadership.

It’s a transformative program that I believe can empower aspiring female leaders to excel in their careers and make meaningful contributions to their workplaces.”

**Jennifer Oliver**  
Head of Total Rewards & HR Operations  
InterDigital, Inc.

# Curriculum

Session I – April 18, 2024

8:00 a.m.–2:00 p.m.

## Identifying and Integrating Your Authentic Leadership Style

This session lays the foundation for the program and addresses how to effectively lead, motivate, and interact with others in the workplace. Through a validated leadership assessment, participants gain an awareness of their leadership competencies and style as well as areas of strength and areas of development. The assessment insights give participants the opportunity to self-evaluate and set leadership goals for the program to include integrating different leadership styles and behaviors into their roles and interactions.

The session also addresses how to strategically grow and develop a strong network, with an emphasis on how to remain visible and connected in remote or hybrid environments. Participants examine the role of networking in achieving both their professional and organizational goals and develop a plan for expanding their connections. A discussion on how confidence affects relationships in the workplace is also included.

At the conclusion of this session, participants should be able to:

- Understand their authentic leadership style
- Adapt their leadership style to the situation, environment, or individual(s) they are working with and leading
- Assess their network and utilize new skills/strategies to improve their network and build key stakeholder relationships for all work environments (in-person, hybrid, and remote).



“ ELIW was a tremendously valuable program that had an immediate and positive impact on my day-to-day interactions and professional life, improved my relationships with my

peer group, and gave me the confidence to further enhance my network. The coaches and presenters were incredibly knowledgeable and passionate leading thoughtful small group conversations. The personal awareness and actionable habits gained from the program make you a more effective leader.”

### Betsy Gregory

Director of Team Member Engagement  
Congressional Country Club

# Curriculum (continued)

Session II – June 6, 2024

8:00 a.m.–1:00 p.m.

## Building An Agile Career Plan

Participants are led through an interactive session focused on navigating their career with intention and are provided with impactful tools and real-world strategies. During the session, each participant explores her capabilities, strengths, accomplishments, and career interests. A gap analysis identifies and prioritizes which experiences, skills, or resources each participant needs to acquire to achieve her career goals and potential. Additionally, participants explore their “brand” and learn the importance of defining it.

The session concludes with a discussion on how to move forward in their career path with agility, whether it will be towards finding sponsors, communicating their strengths, cultivating their network, or other professional goals.

At the conclusion of this session, participants should be able to:

- Understand their predominant strengths and skills and how they impact performance
- Assess their personal “brand” and develop a strategy to gain visibility and support for their goals, including specific considerations for remote and hybrid environments
- Determine the skills, experiences, and resources needed to grow their career.



“ 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, it is a great program that allowed me to professionally self-reflect on skills I need to improve, gain, or strengthen.”

### Carina Johnson

Senior Vice President of Servicing  
Walker & Dunlop

# Curriculum (continued)

## Session III – September 12, 2024

8:00 a.m.–1:00 p.m.

### Fostering Resilience and Thriving Through Change

With professional burnout running rampant in the workplace, it is more important than ever for leaders to build and expand their resiliency reservoirs. This session will provide participants with an opportunity to reflect on and assess their personal level of resiliency in several areas. They will also identify steps to become more proactive in building and maintaining their resiliency in the workplace in order to manage times of rapid and disruptive change or periods of increased stress. Strategies and tips for building team resiliency are also explored.

At the conclusion of this session, participants should be able to:

- Identify their own state of resiliency, current areas of strength, and areas to develop
- Understand the relationship between resiliency and leadership performance
- Develop an action plan to build energy reserves and exercise their own resiliency muscles
- Implement strategies for preventing burnout in team members as they face new challenges.



“The ELIW program was incredibly impactful to me both personally and professionally. Having the opportunity to connect and collaborate with so many incredible women who all had similar leadership challenges was eye opening. The topics we covered spanned from building personal resiliency and self-awareness to leading change; and the conversations we had during the sessions were not only impactful, but also helped me to consider other perspectives and approaches. I walked away from the program with a renewed confidence and wonderful relationships with diverse women in leadership roles.”

#### Kate McKinnon

Head of Human Resources  
Playfly Sports

# Curriculum (continued)

## Session IV – November 14, 2024

8:00 a.m.–1:00 p.m.

### Leveraging Your Influence for Business Impact

This session focuses 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 ability to influence others to achieve organizational goals and further learn how to align their influencing style and tactics with both their stakeholders and the current conditions impacting their organization.

This interactive session includes an assessment that enables participants to understand their influencing strengths and preferences. They will also learn to bolster influencing levers that are being underutilized.

At the conclusion of this session, participants should be able to:

- Identify their influencing style
- Understand a variety of influencing tactics and how and when to use them
- Determine how to best reinforce or modify stakeholder relationships to build a coalition to support their actions
- Identify techniques for maintaining stakeholder relationships given a hybrid work environment.

### Graduation Celebration: January 2025

Location to be determined.



“The Executive Leadership Institute for Women has taught me invaluable skills which have made a significant impact on my career. The program gave me important personal insights into my own professional development and introduced me to talented and influential leaders in the Philadelphia region. These relationships, across industries, have taught me so much about leveraging influence and navigating the politics of management and success. I’ve recommended the program to several members of my team and supported them as they advanced through the curriculum. I’m very proud to be part of a network of women that have been enriched by this program’s principles.”

#### Nicole Gold

VP, Operations  
Independence Blue Cross

# About KNOW

The KPMG 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

The Leader's Edge is an executive coaching and leadership development firm dedicated to increasing the effectiveness and impact of senior leaders. Through tailored programs, leaders enhance their communication styles, strategic thinking, networking skills, presence, and political awareness in order to capitalize on potential opportunities and achieve high-impact results for their organizations.

KPMG is committed to leadership excellence. In forming KELIW, we have teamed with The Leader's Edge to create a sophisticated curriculum and successful program.



“The Executive Leadership Institute for Women 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 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



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