

I have shifted my mentality from 'worker bee' toward leader and driver.

The change was transformational! It is obvious that she is now leading her team from the front.

EXCEL helped me become more self-assured managing both up and down.

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 skills will benefit her, her team and the firm.

I was so impressed and appreciated how quickly the program was adapted to virtual - ensuring that the materials and content was timely and relevant to the new challenges that we were facing.

I have observed her delegating more, focusing on developing others and being proactive.

The program gave me confidence in my value and has encouraged me to speak up more frequently.

She has been promoted and is taking a more active role in meetings.

Being able to participate in EXCEL at the time of COVID provided me the opportunity to get insights on adapting and to hear other perspectives which has helped me manage more effectively.

EXCEL prepares emerging talent to move from tactical manager to strategic leader
Participants develop the critical skills necessary to advance in their organizations



Campbell's

AmeriGas

AstraZeneca



SUNGARD



Hamilton Lane

CSL Behring

Independence

Quaker



Bristol-Myers Squibb



UGI
CORPORATION



interdigital



Janssen
PHARMACEUTICAL COMPANIES
of Johnson & Johnson

INTEGRA
LIMIT UNCERTAINTY

COLGATE-PALMOLIVE

Spark
THERAPEUTICS



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 - Head of Human Resources
at Spark Therapeutics**



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 - Senior Director, Global Digital Planning
at AstraZeneca**

AstraZeneca