

Women Leadership Development Program

*“Classic **female** mistake.*

I thought it was all about doing my job extraordinarily well.

If I put my head down and worked as hard as I can, my value to the organization would be self-evident, and, of course, I would be recognized and promoted.”

Sylvia Ann Hewlett

My approach for WLDP is

To awaken the **Executive Presence** in every participant following Sylvia Ann Hewlett concept through coaching, mentoring, supervision and facilitation

Executive Presence is a dynamic combination of

- > Communication – the way we **speak** and deliver the speech to inspire teams
- > Appearance – the way we **look** to be perceived as Executive
- > Gravitas – the way we **act** to ensure the delivery of ideas and spirit

The way I perceive the goal

To find practical tools to make UNSDCF and Azerbaijan government initiative “A Gender-**Equitable** Society that Empowers **Women** and **Girls**” our *new reality* by inspiring WDP participants to grow beyond limits

*With the executive presence — no man or woman - attains a top job, lands an extraordinary deal or brings a significant result without this heady combination of **Confidence, Poise, and Strength**.*

*Confidence in “**speak**”, poise in “**look**” and authentic strength in “**act**” that convinces the rest of us we’re in the presence of someone who’s the real deal.*

Sylvia Ann Hewlett

Expected Customer input prior the WDP

- > Corporation’s Frame of competences for “newborn” Women Leaders
- > Cultural and International role models desired to be introduced into participants’ perception
- > Corporation’s success stories of Women in Power, self-made or mentored success stories

How I see my input

Two roles:

- > As leading **facilitator** (assessment, webinars, cinema club)
- > As one of **coaches** (individual mentoring & coaching sessions)

Women Leadership Development Program's design

2 months' program

1. 1st month - intense **planting**
2. 2nd month – **enrooting** seeds

LPCI blocks design

1. **Lecture** – learning webinar in one big group
2. **Practicum** – reflection and exercises in *sub*groups up to 9
3. **Coaching** - individual coaching sessions, 50 or 75 minutes for work on self 1 or 2 times a week
4. **Intervision** – peer-to-peer discussions in groups of three without facilitator to reflect the experience

Topics of blocks are

1. Executive Presence
2. Barriers & Transformation
3. Assertiveness by Speak and Look
4. Life Script rewriting as Leader

Additional formats in course of program

1. **Mentoring individual** - work on personal case, career talk, challenges discussions
2. **Supervision** – real case discussions in subgroups of 9 lead by supervisor
3. **Cinema club** – 2 discussions in big group

Program stages – summed up

IV: intervision, subgroups without facilitator | SV: supervision, subgroups with facilitator | CC: cinema club, subgroups with facilitator

Week №	Blocks' Topics
	Prep stage
1	Prep: Hogan & essay video
2	Webinars: Program Kick-off Hogan intro Coaching: Hogan session 1 hour Warm up session 1 hour (individually)
	First month - intensive
3	Lec 1 Executive Presence Pra 1 IV 1 Coa 1
4	Lec 2 Barriers Pra 2 IV 2 Coa 2 SV
5	Lec 3 Assertiveness Pra 3 IV 3 Coa 3 CC
6	Lec 4 Life Script Rewriting Pra 4 IV 4 Coa 4
	Second month - enrooting
5 - 8	Individual coaching or mentoring sessions 50 minutes

Stages of WLDP

Week #	Stage	Activities	Format
Preparation			
0	Home prep	<ul style="list-style-type: none"> > Hogan “Leader Focus” report based on 2 tests - personality and motives/values > Essay or video as introduction 	
Webinars in Groups			
1	Prog intro webinar	<ul style="list-style-type: none"> > Kick-off meeting (group & leading facilitator) > Participants’ introduction > Self-assessment Spilt in syndicates > Homework (movie and article) 	2 hours in one group
	Hogan webinar	<ul style="list-style-type: none"> > Intro to assessment method before individual meetings > Design of WDP profile by Hogan competences 	2 hours in one group
Individual coaching			
2	Hogan interpretation	<ul style="list-style-type: none"> > Analysis of Hogan results > Reflection on self-assessment > Reflection on leadership type 	1 hour
	Warm up	<ul style="list-style-type: none"> > Follow up to Intro > Commitment for the WDP-INSPIRE “3 pillars” > Choice of stakeholders 	1 hour
Block #1			
	<i>Lecture</i>	Executive Presence	2 hours
3	<i>Practicum</i>	<ul style="list-style-type: none"> > Reflection on EP – apply to self Personal formula of EP > Personal role models > Homework (TED, role models to explore) 	2 hours by subgroups
	<i>Coaching</i>	<ul style="list-style-type: none"> > Follow up to Web1 & reflection > Discuss of homework 	50 minutes
	<i>Intervision</i>	<ul style="list-style-type: none"> > Discuss homework 	90 minutes
	Cinema Club	<ul style="list-style-type: none"> > Discuss movie 	1 hour by subgroups
Block #2			
	<i>Lecture</i>	Barriers to EP	2 hours
4	<i>Practicum</i>	<ul style="list-style-type: none"> > Reflection on barriers > Transformation technique > Homework (movie) 	2 hours by subgroups
	<i>Coaching</i>	<ul style="list-style-type: none"> > Follow up to Web2 & reflection 	50 minutes
	<i>Intervision</i>	<ul style="list-style-type: none"> > Discuss homework 	90 minutes
	Supervision	<ul style="list-style-type: none"> > Discuss practical cases how the barriers spoiled career 	90 minutes by subgroups
Block #3			
	<i>Lecture</i>	Assertiveness	2 hours
5	<i>Practicum</i>	<ul style="list-style-type: none"> > Exercises on speech deliver Video analyses 	2 hours by subgroups
	<i>Ind coaching</i>	<ul style="list-style-type: none"> > Reflection on exercise and video 	50 minutes
	<i>Intervision</i>	<ul style="list-style-type: none"> > Reflection, peers’ discussion 	90 minutes
	Cinema Club	<ul style="list-style-type: none"> > Discuss movie 	1 hour by subgroups
Block #4			
	<i>Lecture</i>	Life script & rewriting	2 hours
6	<i>Practicum</i>	<ul style="list-style-type: none"> > Exercise Homework 	2 hours by subgroups
	<i>Ind coaching</i>	<ul style="list-style-type: none"> > New script discussion (opportunities) 	50 minutes
	<i>Intervision</i>	<ul style="list-style-type: none"> > Present scripts receive feedback 	90 minutes
	Supervision	<ul style="list-style-type: none"> > Cases to apply new life scripts into career right now 	90 minutes by subgroups

Lectures' agenda

THE MISSING LINK BETWEEN **MERIT** AND **SUCCESS** - EXECUTIVE PRESENCE:
GRAVITAS, COMMUNICATION AND APPEARANCE

SPEAK	LOOK	ACT
RATIONAL & EMOTIONAL SUMMARIZE	OWN STYLE OF CHARISMA "QUEEN" CORSET	DECISIVENESS CHANGE AGENT VISIBILITY

Lecture 1

Concept of **Executive Presence** (Communication, Appearance, Gravitas)

- > How you act (gravitas) | speak (communication) | look (appearance)
- > Choice of role models
- > Personal formula of EP

Lecture 2

Barriers to EP

- > Cultural and personal. Way Neqsol Holding perceive Women in Power
- > Decisiveness is not about logic
- > My way vs. "Your" way – career building, self-promotion. Visibility

Lecture 3

Assertiveness

- > Aggressive and passive vs. assertive
- > Three types of orators: combine rational and emotional
- > Star speech (5 steps to sell any idea). Always summarize

Lecture 4

Script rewriting

- > Life scripts – what our memory berries and commands us to follow
- > Let's re-write personal life script