



As we rise to the challenge of an unprecedented pandemic, investing in women leaders has never been a higher priority.

Women who receive development targeted at advancing their careers report gains in self-confidence, more recognition for their contribution, higher personal satisfaction and engagement at work—and are more likely to stay with the organization. In a time when one in four women is considering opting out of the workforce altogether, organizations must act.

How will your organization meaningfully support women and unlock better outcomes?

Linkage's *Advancing Women Leaders™ Academy* is a 8- or 9-module learning experience, **delivered virtually or face-to-face**, that seeks to equip women with actionable steps and practices to address the barriers that impede their advancement in the workplace.

Through **strategically targeted skill-building exercises, simulations, case studies** and fostering **meaningful connections with other women leaders**, the AWL Academy develops the leadership strengths of your women leaders while creating a direct business impact.

Who's it for?

The AWL Academy is designed for women leaders, from manager to executive level, who aspire to greater leadership opportunities.

Academy participants will:

- ✓ Evaluate and analyze the 7 hurdles women must scale to achieve equality and advancement, particularly at higher levels of the organization
- ✓ Synthesize and apply actions women can take to overcome these hurdles and the competencies essential for women to ascend to leadership
- ✓ Identify strengths and challenges
- ✓ Create an *Individual Growth Plan* that can be acted upon immediately to attain personal and strategic goals
- ✓ Become a positive force for equality, parity and excellence

Build a journey for even deeper learning:

Pair this program with Linkage's *Advancing Women Leaders Virtual Sessions*, which empowers women leaders through 4 or 8 modules of exploratory learning, or join us in person at Linkage's *Women in Leadership Institute™ (WIL)*.

AN INNOVATIVE LESSON PLAN

Based on the best practices in Linkage's book, *Mastering Your Inner Critic and 7 Other High Hurdles to Advancement* (McGraw-Hill, 2018), each of the modules in the program addresses one of the hurdles women face in the workplace.

Module 1 | Intro to the 7 Hurdles to Advancement and Debriefing Your Assessment

Examine the business case for women in leadership and begin to explore the Inner Critic and the seven hurdles facing women in the workplace—as well as the competencies needed to overcome them—through a debrief of your AWL 360° Assessment.

Module 2 | Bias: Letting Go of the Beliefs Holding Us Back

Evaluate the effects of implicit bias on the advancement of women and analyze the biases keeping women leaders from advancing. Experience a guided exploration of internalized biases holding you back and keeping you from empowering and inspiring others.

Module 3 | Clarity: What Do You Want?

Take a deep look at your calling, values, and dreams—and begin to create the workspace needed to allow you to become the leader you want to be. Analyze and begin to apply the importance of reflection and mindfulness.

Module 4 | Proving Your Value: Move Beyond Self-Reliance

Shift from “doing it all” to influencing, inspiring, and equipping others for success, and begin to apply best practices to publicize your value as a leader and multiplier.

Module 5 | Recognized Confidence: Risk It – The Art of Being Bold

Confront the global gender gap in confidence and develop an *Experience Map* based on your personal experience as a leader. You will also begin work on your *Individual Growth Plan*, which will empower you to identify how to take risks and move outside your comfort zone.

WHAT'S INCLUDED:

- ▶ Choose format: 3-day face-to-face or 8-week digital experience
- ▶ Advancing Women Leaders 360° Assessment
- ▶ Individual Growth Plan
- ▶ Participant Playbook

Module 6 | Branding and Presence: Claim Your Unique Superpowers

Learn how to “show up” in a way that both furthers your goals and brings value to your organization. Dive into the results of your AWL 360° Assessment to examine your own organization and identify how you can best demonstrate that you belong at the leadership level.

Module 7 | Making the Ask: Advocating for What You Want

Learn to advocate for yourself by analyzing the external and internal biases holding you back in the workplace. Learn the four steps to Making the Ask, and practice negotiation conversations that build trust—and achieve positive outcomes.

Module 8 | Networking: Building & Leveraging Relationships

Analyze and apply the best practices needed to network effectively and with purpose, an especially critical skill for women leaders looking to advance.

Module 9 | Putting Your Growth Plan into Action

Dive into the most pressing issues facing women leaders in the workplace, applying the knowledge you learned over the course of the Academy to outline challenges and create a plan for action and growth. Conclude the program by putting your *Individual Growth Plan* into action.

World Café (Optional Add-On)

Hear directly from women leaders in your organization during a meet-up hosted in the lunch hour or evening and gain key insights from someone who has walked your own path.

Certification and licensing is available for the Advancing Women Leaders Academy.

To learn more about getting your internal training resources certified to deliver Linkage's *Advancing Women Leaders Academy* and to license its content, call +1.781.402.5555 or email info@linkageinc.com.