



## STRIVING FOR EXCELLENCE WOMEN IN LEADERSHIP

### INVEST IN WOMEN TO CARRY YOUR ORGANIZATION FORWARD

#### Drive Your Organization Forward With Female Leaders Who Contribute to Long-Term Success

Women face unique challenges and demands as career professionals. PRADCO has developed a group development program to help women master these challenges. This research-based program is ideal for those seeking to proactively manage their careers or advance to higher-level leadership positions.

We help women gain insight into their leadership style, network with other high-achieving women in business, and create strategies to deal with the behaviors and perceptions women face as they advance in their careers.

PRADCO's Striving for Excellence: Women in Leadership Program is six months long, and leverages research data and individual assessment results to help women reach their potential. Six group sessions are supplemented with one individual goal-setting session. This session allows participants to discuss their own unique challenges and aspirations, and to build a personalized development plan.

### PROGRAM GOAL

The goal is to further develop capabilities in female leaders through a process of learning and personal discovery, to make stronger contributions within their careers and the organizations they serve.

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#### Corporate Headquarters

178 East Washington Street, Chagrin Falls, Ohio 44022  
www.pradco.com | (440) 337-4700

**PRADCO**  
DEVELOPING STRONGER ORGANIZATIONS

## PROGRAM BENEFITS

### How This Program Develops Participants

- Identify key behaviors demonstrated by successful leaders
- Discover strengths and opportunities through PRADCO's behavioral assessment tool, to create a personal action plan to improve performance
- Develop key business skills demonstrated by successful leaders to make stronger contributions at work
- Build a professional network and share successful strategies with other female leaders in various industries

### How This Program Develops Organizations

- Highlight the desired business skills for your organization that can be immediately applied back on the job
- Provide participants with opportunities to build a professional network and identify prospective mentors for professional development
- Prepare high-potentials and female leaders for larger roles in your organization
- Support organizational inclusion initiatives and build bench strength
- Enhance the confidence and performance of participants



### PROGRAM DETAILS AND SCHEDULE

This is a six-month program. Participants will meet once a month for three hours and for a one hour individual goal-setting session.

**Program start:** April

**Location:** Improving Enterprises  
One Easton Oval, Suite 175  
Columbus, OH 43219

**Session times:** 9:00 AM - 12:00 PM

- April 24
- May 22
- June 19
- July 17
- August 14
- September 11

*"Initially, when I was asked to participate in a Women's Leadership training program, I thought it was a training class on "This is how you should lead template"- aka drink the "Management Kool-Aid". Wow – I was wrong! **This Women in Leadership training has been an eye opener for me, for what I say, how I react, how I assess others, and how to get the best performance out of my team, and myself. I have really enjoyed meeting such a spectacular group of women leaders, and thank you for making me think.**"*

- Program Manager, Senior Reliability Engineer, Defense Industry

## PROGRAM OUTLINE

### Group Workshop 1- Introduction

- Learn about research related to strengths of female and male leaders
- Assess actual versus ideal self and establish actions to work toward personal objectives

### Group Workshop 2 – Motivation

- Review behaviors related to the personal assessment results to gain insight into strengths and weaknesses
- Identify personal motivations for work to be more rewarding and facilitate goal attainment

### Individual Goal-Setting Session

- Review personal action plan and discuss strategies to reach goals

### Group Workshop 3 – Work Approach

- Conduct exercises to identify work/life priorities in order to increase productivity and satisfaction
- Discover and implement strategies to increase operational effectiveness

### Group Workshop 4 – Interactions With People

- Explore personal styles tendencies and learn how to leverage them to be more influential with other styles
- Learn about components of communication to have more impact when interacting with people

### Group Workshop 5 – Decision Making

- Review process for making good strategic decisions and practice utilizing that methodology
- Uncover ways to build confidence and identify one's unique value

### Group Workshop 6 – Results Through Others

- Explore levels of leadership and assess current level to further develop capabilities
- Identify and discuss the importance of leadership presence and strategies to build on it

## PROGRAM REGISTRATION AND COST

The cost for this program is \$2,950 per participant. **The registration deadline is April 10, 2019.**

For more information about the program or to register, please contact Lee Ann Cochran, Vice President of Sales & Marketing at PRADCO, at (440) 337-4662 or [lcochran@pradco.com](mailto:lcochran@pradco.com).

**Our Mission:** PRADCO partners with leaders to select, develop, and retain people who fit their culture and contribute to their organizational goals. We focus on client needs to become an extension of their team, providing insight, objectivity, and accountability.