



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, in partnership with The Employers' Association, is bringing this group development program to the Toledo area 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.

The Striving for Excellence: Women in Leadership Program consists of three sessions, and leverages research data and individual assessment results to help women reach their potential. Three group sessions are supplemented with one individual coaching session. One-on-one coaching 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 that will help them make stronger contributions within their careers and the organizations they serve.

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#### Corporate Headquarters

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**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 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

*"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 DETAILS AND SCHEDULE

This group program consists of three (3) full-day workshops and a one (1) hour telephone goal-setting session. Participants will meet on the dates below with breakfast and lunch provided.

**Program start:** Two assessments will be assigned as pre-work to participants before the first group workshop. Participants will receive further instructions in early February 2019.

**Session times/dates:** 9:00 AM - 4:00 PM

- March 7, 2019
- April 23, 2019
- June 4, 2019
- Individual one (1) hour telephone goal-setting session will be scheduled between March 19-21, 2019

**Location:** The Employers' Association  
1787 Indian Wood Circle, Suite A  
Maumee, Ohio 43537

## 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

#### 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 to facilitate goal attainment

#### Individual Goal-Setting Session

- Review personal action plan and discuss strategies to reach goals

### Group Workshop 2

#### 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 2 continued

#### 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 3

#### 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

#### 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. **Employers' Association Members receive a discounted rate of \$2,850. The registration deadline is February 4, 2019.** For more information about the program or to register, please contact Joseph Lubin at PRADCO, at (440) 337-4714 or [jlubin@pradco.com](mailto:jlubin@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.