



GLOBALLY ELEVATING DIVERSE LEADERS

- Interactive Program Experiences
- Facilitation Certification
- Talent Development Roadmaps

2022 COURSE DESCRIPTIONS: CORE PROGRAMS

Lead with Confidence and Courage to Thrive: Two-Part Program Series & Practicum*	
<p>Uncertain that your performance discussions are impactful and may be a reason you're not getting career opportunities you desire? Want new ideas on how to create a brand that is noticeable and perceived by others as having executive presence? Wish to improve upon and broaden your workplace relationships to create more influence and better the chances of growth or upward mobility?</p> <p>Lead with Confidence equips you to walk away with practical and easy-to-use tools to increase your confidence and the ability to tackle three key areas of your career management by:</p> <ul style="list-style-type: none"> • Speaking up and being HEARD, so you're noticed as a thought leader • Standing out and being VISIBLE as a leader having executive presence – that "it" factor • Managing your career through STRATEGIC relationships that build influence and opportunity <p>In Lead with Confidence, we build and increase your confidence and influence by fine-tuning workplace communications that improve peer relationships, just like 58% of our program participants have reported!</p>	
Part 1: Being Heard	120 Minutes
<ul style="list-style-type: none"> • The business case for self-advocacy and impact to leadership diversity • Why strategic use of pronouns matter to performance discussion outcomes • How to share successes and accomplishments that engage and get results • CENTS™ strategic communication tool practice for performance discussions and more • Individual, small group, and large group activities <p>Keywords: Confidence, Mindset, Performance Planning and Communication Strategy, Influence, Self-Advocacy</p>	
Part 2: Being Seen. Being Strategic. (Highly recommend completion of Part 1)	150 Minutes*
<ul style="list-style-type: none"> • Case study overview and strategy on "showing up"; why it matters to mobility and brand • Create a powerful brand through strategic visibility • Mentorship and sponsorship benefits to accelerate career mobility and growth • Senior leadership guest presenters on leveraging your network for career acceleration <p>Keywords: Mindset, Visibility, Networking, Executive Presence, Personal Brand, Career Management, Strategy, Influence, Mentorship, Sponsorship</p>	
<p>Target Audience: Associate and VP Level. Virtual: 50 participants Classroom Delivery: 100</p>	
<p>Delivery: Two, two-hour programs include self-assessment, practice with communication tools and strategy in small groups, handout, senior leader guest speakers, post-program roadmap for self-driven learning, and post-class senior leader interaction and practicum. *</p>	

***Carpe Diem!** Seize the opportunity for immediate application of learning content and tools, in this 30-minute small group practicum as an add-on to Part 2 to step into the role of an interviewer to reinforce concepts and strategies learned from the two-part program. Take your confidence and career influence into the next level through this unique, interactive group interview experience where we prepare you with questions to pose of a Career Advisor** on the topic of mentorship and sponsorship. Gain visibility, an expanded network, and invaluable insight into this overlooked area of career management!

** Typically, a senior leader who serves as a one-time advisor, who can be matched with a junior level leader for ongoing advice too.

UPDATED! CORE PROGRAM

NEXT LEVEL LEADERSHIP: MINDSET AND WELL-BEING: Two-Part Program Series & Practicum*	
<p>How do you define “<i>next level leadership</i>” and what can any leader do, at any level, to embody it and inspire it in others?</p> <p>How can focusing upon the well-being of others elevate your own influence, career growth opportunities, and create a followership?</p> <p>What surprising insight into next level leadership impact can we gain from our own past leader interactions and our current interactions with others?</p> <p>What would your manager and your peers say about your leadership brand, effectiveness, and how do they define optimal behaviors?</p> <p>In what specific ways do you already embody “<i>next level leadership</i>” in their opinion?</p>	
<p>Part 1: Mindset and Curiosity</p> <ul style="list-style-type: none"> • Definitions of leadership and participant pre-program survey results on “<i>next level</i>” leader traits • Brief self-assessment of two areas that indicate “<i>next level leadership</i>” traits • Evaluation of your current leader behaviors and identification of your “<i>next level</i>” aspirational leadership brand and influence • Explore four areas of curiosity, identify your curiosity strengths, areas of improvement for authentic engagement of others. 	<p>120 Minutes</p>
<p>Keywords: Leadership, Mindset, Curiosity, Talent Engagement, Personal Brand, Mentorship, Sponsorship</p>	
<p>Part 2: Well-Being and Championing Others (Highly recommend completion of Part 1)</p> <ul style="list-style-type: none"> • “Best and Worst” leader behaviors and impact on the well-being of others • Impact of leader behaviors on culture, brand, and talent retention per research • Evaluation of your leader behaviors and effect • Uncover why championing talent serves the well-being of all, including you, and mobilizes talent • Identify specific relationships to champion someone for opportunity • Discuss your ability to serve as a Career Advisor 	<p>150 Minutes*</p>
<p>Keywords: Leadership, Influence, Servant Leader, Executive Presence, Mentorship, Sponsorship</p>	
<p>Target Audience: Associate Level. Virtual: 50 participants Classroom Delivery: 100</p>	
<p>Delivery: Two, two-hour programs include self-assessments, small group discussions, handout, post-program roadmap for self-driven learning, and post-class senior leader interaction and practicum. *</p>	

***Carpe Diem!** Seize the opportunity for immediate application of learning content and tools, in this 30-minute small group practicum as an add-on to Part 2. Step into the role of an interviewer to reinforce concepts and strategies learned from the two-part program. Walk away with honest, transparent insight into your strengths and areas for improvement through this unique, interactive group interview experience. We prepare you with interview questions to gain clarity and valuable feedback on your “next level” leader behaviors from your selected peers and leaders, to strengthen your leadership.

UPDATED! CORE PROGRAM

THE CONFIDENT SELF-ADVOCATE: HOW TO NEGOTIATE FOR CAREER SUCCESS: In-Person Only. Four -Hour Seminar & Practicum*

This is a negotiation workshop for women ready to speak up, move up, and own career success!

Do you negotiate more readily on behalf of your team, colleagues, or family? You might confidently do so because it's about the "greater good." What about when it comes to negotiating things for your personal benefit and gain, particularly for your career growth, influence, and mobility? What if you could shift the way you think about negotiating to view it as a *persuasive* way to own your career success? In this two-part interactive strategy and practice session we will:

- Discover your inherent negotiation style and experience how you negotiate on the fly and uncover your mindset about negotiation and how this helps or hinders
- Discuss what influences people, including your manager, to say "yes" to you
- Gain insight and strategy on the power of language to engage and sway your partner to a "yes"
- Plan how to overcome objections and utilize a step-by-step planning sheet for strategic approach
- Practice your strategy and approach with a senior leader "coach"

If you wish to develop a strategy that sways others to say "yes" to your career goals and prepares you to speak up with more confidence and influence, then this is the program for you!

Prerequisite course: Lead with Confidence and Courage to Thrive (highly recommended)

Keywords: Negotiation, Influence, Career Strategy, Communication, Performance Planning

Part 1: Negotiation vs Persuasion: The Heart of the Matter

120 Minutes

- Brief simulation of everyday workplace interaction that requires negotiation
- Evaluate your negotiation style and effectiveness
- Discover why being "heart-centered" impacts negotiation outcomes
- Identify one aspect of career growth for negotiation and draft your negotiation plan
- Complete two persuasion self-assessments and SWOT analysis specific to persuasiveness

Part 2: SWAY Your Partner to Yes! * (Pre-requisite: Must complete Part 1)

120 Minutes*

- Explore the Six Tools of Influence and identify those that influence your negotiating partner
- Review "Sources of Power" and identify strengths and resources
- Complete a communication/personality matrix and identify the style of your negotiating partner
- Practice your planned strategy with a senior leader in a simulated negotiation and receive live feedback and strategy from this seasoned and tenured professional with proven career growth

Target Audience: Associate and VP Level.

Classroom Delivery: 50

Delivery: Four-hour program include self-assessments, small group discussions, handout, post-program roadmap and planning sheet for self-driven learning, and senior leader interaction and practicum during Part 2 of class. *

NEW! CORE PROGRAM

BE DECISIVE! EMPOWER EXECUTIVE PRESENCE THROUGH HEALTHY DEBATE AND EFFECTIVE DECISION-MAKING: Two-Part Program Series

Do you find yourself seeking to get unanimous buy-in when making a decision? Do you fear making an unpopular decision?

How well are you listening to others, particularly if their opinion conflicts with yours? Do you get stuck in “analysis paralysis” by over-deliberating and agonizing over your decisions?

Do you desire to be a confident and effective decision-maker?

Great news - you don’t have to be the most experienced person with a senior job title to be an effective decision-maker! Learn how to create engaging, meaningful dialogue and debate to elevate your executive presence and leadership abilities. This program, with small group discussion and senior leader interaction, will have you exploring and practicing multiple tools based upon work by organizational and behavioral experts like Adam Grant, Dr. Therese Huston, and Chip and Dan Heath.

Keywords: Communication, Leadership, Executive Presence, Decision-making, Risk, Strategy, Mindset, Conversational Intelligence, Listening Skills, Engagement, Influence, Feedback

Part 1:

120 Minutes

- Explore “how women decide” based upon research
- Identify a significant or impactful workplace decision along with influencers and end-goal outcomes
- Learn a framework for effective decision-making
- Consider potential resources to assist with making sound decisions
- Reframe a decision by identifying potential conflict or disagreement, and by evaluating likelihood
- Senior leader guest speakers

Part 2: **Pre-Requisite: (Pre-requisite: Completion of Part 1)**

120 Minutes

- Challenge your own beliefs and assumptions about the decision you identified in Part 1
- Practice how to engage in “constructive conflict” with conversational and positive intelligence
- Outline a strategy for a current or potential workplace debate
- Conduct an “audit” for bias and prejudice that can impact and sabotage your desired outcome

Target Audience: Associate and VP Level.

Virtual: 50 participants Classroom Delivery: 100

Delivery: Two, two-hour programs include self-assessment, small group discussions, handout, senior leader guest speakers, post-program roadmap for self-driven learning, and senior leader interaction for a practicum you manage independently outside of class.

UPDATED! 2022 LEARNING CAFÉ SERIES

CHART YOUR DESTINY: EXPLORE YOUR CAREER TO OPEN NEW WORLDS

Four-Part Program Series with Practicum*

Why is it important to pause and explore your career? What's the benefit of shifting your mindset from "just doing your job" to being an explorer of possibilities and the captain of your own career destiny? Considering that 58% of workers reported high levels of dissatisfaction with their career opportunities in 2021, exploring your career as a priority can point you in a career direction where you can thrive! This monthly series progressively walks you through a creative analysis of your current career state with an exploration of what your desired, "dream" career could be, to arrive at your aspirational destination with a strategy in hand!

- Establish objectives and timelines to move you toward greater happiness, deeper personal and professional satisfaction
- Discover how being more curious opens possibilities and expands influence
- Step into the role of "coach" to assist a senior leader in fostering more curiosity about their direct reports, to impact retention of talent, employee engagement, and mobility of diverse talent.

Keywords: Career Management, Mindset, Influence, Networking, Goal setting, Feedback, Coaching

Café 1: Curiosity: The Value of Playing Explorer in Your Career **90 Minutes**

- Begin your career exploration with an examination of the type of curiosity seeker you are
- Use a brief questionnaire to chart your journey
- Discover and discuss the value of your energy levels, aligned with interests and best environments

Café 2: Your Career Journey: Charting Your Next Destination **90 Minutes**

- Complete an online assessment for life and career roles you are meant to pursue
- Pinpoint a clearer career destination, aka "north star," and the "why" that impacts your journey
- Challenge yourself to look at unknown or overlooked opportunity and destinations around you

Café 3: Boldness in Career Success and "Survival" **90 Minutes**

- Assess your willingness to move into potentially uncharted "career waters"
- Examine what "success" or "survival" looks like in current times with the uncertainty we face
- Complete a self-evaluation of your risk and exploration tolerances, i.e., boldness, in four life areas

Café 4: Your Career Journey: Forming Your "Crew" **150 Minutes***

- Identify strengths needed in your crew for career growth, who that crew of "board of directors" is
- Discuss how a crew can serve, alter, or delay your journey to reach your destination faster
- Discover how your crew increases your influence and enhances your experience

Target Audience: Analyst and Associate Level. Virtual: 50 participants Classroom Delivery: 50

Delivery and Requirements: The series includes multiple self-assessments, small group discussions, handout, post-program roadmap for self-driven learning, and senior leader interaction for a practicum. *

***Carpe Diem!** Seize the opportunity for immediate application of learning content and tools, in this 1-hour small group practicum as an add-on to Café 4. You and a classmate team up to serve as advisors and coaches to a Career Advisor or Manager who we will match you with, to help these leaders more effectively engage their team through this exploration. Think of yourself as a tour guide with experience and tools to help a senior leader be better equipped as a curious and engaged leader!

UPDATED! 2022 LEARNING CAFÉ SERIES

SERVANT LEADERSHIP: THE VALUE OF CURIOSITY AND CHAMPIONSHIP Four-Part Program Series with Practicum*	
<p>As a manager and leader, how truly curious are you about your people, their value-add, career desires, and abilities? As one employee recently posed, “What do you want the dinner conversation about you to be at your employee’s dinner table with their family? You know the manager is THE topic of conversation!”</p> <p>Let’s shift dinner table conversations from “You won’t believe what happened at work...” to “I had the best thing happen today!”</p> <p>In this four-part series analyze your leader behavior and mindset to discover how others-centered you are, and what the effect of being a curious leader is, who champions the well-being of your team members. Leverage micro interactions to positively shape a dynamic team culture for an optimal employee experience. Increase talent attraction to your team- even a followership, and grow your own leadership confidence, brand, and legacy in the process.</p> <p>Keywords: Career Management, Performance Feedback, Coaching, Employee Engagement, Talent Management, Inclusivity</p>	
<p>Café 1: Championing Talent, Culture, and Your Leadership Brand</p> <ul style="list-style-type: none"> • Analyze “Best and Worst” leader behaviors, the impact on culture, brand, and talent retention • Evaluate leader behaviors, how this shapes culture, retention, and leader effectiveness • Define your “servant leader” behaviors, explore through the eyes of others, including your team 	<p>60 Minutes</p>
<p>Café 2: NEW! Coaching to CENTS® to Align Talent and Strengthen Your Team</p> <ul style="list-style-type: none"> • Practice the CENTS® communication tool with a direct report or team member to uncover how much valuable business information ISN’T shared with you by your direct reports and teams • Discover the hidden talent among your team in this live coaching to align your talent with strengths • Strengthen your servant leader effectiveness through improved engagement and genuine curiosity 	<p>60 Minutes</p>
<p>Café 3: Embolden Originality: Encouraging Dissent and Bringing Problems</p> <ul style="list-style-type: none"> • Discover “powerless communication” to challenge and change the status quo • Discuss why dissenters who bring you problems can drive innovation and positive impact • Practice coaching to an “intrapreneurial mindset” to drive engagement and impact talent retention 	<p>60 Minutes</p>
<p>Café 4: Empowering Your Talent for Career Opportunity and Growth: Practicum</p> <ul style="list-style-type: none"> • Discover tools and strategy to positively challenge career growth, mobility, and satisfaction • Invite a team member to class to uncover unknown or overlooked opportunities together • Partake in a unique, small group interaction/practicum with one of your direct reports and a team of two assigned Analysts or Associate level participants in the role of coach. Empower your team member to step into a more fulfilling career and further your servant leader effectiveness. 	<p>60 Minutes*</p>
<p>Target Audience: Career Advisor, Managers, VP Level Virtual: 50 participants Classroom Delivery: 50</p>	
<p>Delivery and Requirements: The series includes multiple self-assessments, small group discussions, handout, post-program roadmap for self-driven learning, and direct report / Analyst / Associate interaction practicum. *</p>	

***Carpe Diem!** Seize the opportunity for immediate application of learning content and tools, in this 1-hour small group practicum. See Café 4 for details.

THE Wanda EFFECT

Unapologetic Boldness for Life and Career Success

Presented by



Tonya Tiggett
Chief Career Strategist
Tiggett & Co., LLC

How do you define **BOLDNESS** and how do you define **COURAGE**? What possibilities can you create by exploring what risk and being **UNAPOLOGETICALLY BOLD** are for you? For your team? For your family? What can fish studies teach us about **BOLDNESS, SUCCESS, and SURVIVAL**?

Since 2016 Tonya Tiggett has conducted dozens of interviews with women (and a few men) on the topic of unapologetic boldness. Join us for an interactive program to discover what Tonya uncovered in these fascinating conversations that ranged from the C-Suite executive who resigned at the age of 40 to reconnect with her family, the average woman faced with career and care of others, the 60-year old

retiree taking up America Ninja Warrior training, to an Olympic athlete, and an IT guy turned Hollywood actor.

Together we'll explore what boldness is according to marine biology researchers and how this translates into the payoff of exploration, risk, and being unapologetically bold in your life and career.



Gain insight into how your colleagues define unapologetic boldness



Identify potential leaders or peers who can embrace your vision for being unapologetically bold



View a humorous example of unapologetic boldness as inspiration



Record one specific step how one can be more unapologetically bold in your life and career



Discuss in partner groups what it means to be unapologetically bold

“It is one thing delivering the content, but Tonya’s facilitating skills and ability to listen and bring out meaningful discussion is a whole different level. Her genuine interest in the challenges that our members face led to uninhibited conversation. Together as a group we worked through issues both personally and professionally.”

– Amy Dotts, COO, Conway Center for Family Business

