Women’s Senior Leadership Program

Revolutionizing Careers. Transforming the Corporate Landscape.

Week 1: October 25–27, 2017
Week 2: February 7–9, 2018
Week 3: May 2–4, 2018
Week 4: October 10–12, 2018

Presented by
the Kellogg Center for Executive Women
in alliance with the Allstate Foundation
With an emphasis on practical learning and talent development, this four-part program — strategically paced over the course of a year — equips women with the knowledge and tools needed to elevate themselves to the C-suite and beyond.

In a supportive and highly collaborative atmosphere, an impressive roster of top Kellogg faculty and corporate experts guide skilled female executives through a rigorous program of intensive classroom instruction, individual career appraisals, personal coaching, case studies and simulations. Every element of the program is focused on strengthening and broadening the leadership talents of the participants and delivering positive results for their companies and organizations.

Only 4.2% of S&P 500 CEOs are women*

*2016 Catalyst Research: Women in S&P 500 Companies
A BREAKTHROUGH EXPERIENCE

The Kellogg Center for Executive Women and the Allstate Foundation developed the Women’s Senior Leadership Program to help talented female executives break through barriers that have historically impeded women’s career development, as well as to empower those who participate to become respected and highly effective leaders.

AS A PARTICIPANT, you will gain the insights and skills needed to move purposefully toward the highest levels of corporate leadership. With research-based teaching from world-renowned Kellogg faculty and practical guidance from seasoned corporate leaders, you and your fellow program participants will expand your understanding of leadership and prepare to take on the challenges that every senior leader must face.

FOR SPONSORING ORGANIZATIONS, this program equips and inspires the kind of leaders required to ensure your company’s future success. By investing in your high-potential staff members, you not only enhance their leadership skills but also send a clear message that you believe in them and support their career advancement. Your investment in their development will help you retain your best and brightest and will pay substantial, long-term dividends.
LEARNING STRUCTURED SPECIFICALLY FOR HIGH-LEVEL EXECUTIVES

The convenient four-session format of this program — designed to accommodate the demanding professional and personal commitments of busy executives — provides the flexibility required by those who seek a thorough and challenging curriculum but must avoid long absences from the workplace.

Participants learn to:

- Identify and leverage their leadership strengths
- Capitalize on advancement opportunities through a personal action plan
- Develop a CEO’s strategic outlook
- Better assess and motivate the performance of subordinates
- Build strategies to better manage the political dynamics of the organization
- Lead change and promote innovation throughout the organization
- Leverage networks to gain important business intelligence
FOUR SESSIONS, ONE GOAL: REVOLUTIONIZE YOUR CAREER

The structure of the Women’s Senior Leadership Program — four three-day sessions spread over 12 months — allows participants time and opportunity to build relationships, learn and test new ideas collaboratively and receive all-important, constructive feedback from faculty and peers.

The program focuses on four key areas divided across sessions. Each session emphasizes different strategies and skills that will produce immediate results, as well as help to achieve long-term success for your company and yourself.

SESSION 1  GATHER INTELLIGENCE
Successful executives know very well the value of strategic information and the challenge of obtaining it. During the program’s first session, you will:
• Learn how to create and use networks as a source of intelligence and power
• Explore how to make effective decisions and sharpen your influence
• Launch the program’s 360-degree assessment and development tool and complete the self- and peer-evaluation components

SESSION 2  CREATE A CONTEXT FOR SUCCESS
Each participant will chart her own path to success, but certain tools are vital for the journey. In the second session, you will:
• Polish your negotiation skills and learn how to better motivate staff
• Examine the importance of and techniques for confident self-promotion
• Review the results of your 360-degree assessment with personalized feedback from a professional coach
• Begin to formulate your action plan for career advancement

SESSION 3  DRIVE RESULTS
Effective leaders can drive change by finding the answers to such questions as: Where should I begin? What or who could derail the initiative? What are the best techniques for generating support? During the third session, you will:
• Get hands-on experience in addressing these questions
• Practice and receive feedback on interpersonal and presentation skills
• Bolster your ability to deal with internal politics and address the ethical challenges of today’s business environment

SESSION 4  MANAGE EXTERNAL FORCES
Good leaders have the know-how to manage the impact of outside influences on their corporations. In the fourth and final session, you will:
• Learn to deal with external constituents, including stakeholders, Wall Street and the investment community
• Explore how to use a board of directors to your advantage
• Revisit the results of your 360-degree assessment, evaluate progress over the past months and craft plans to sustain future growth
LEARN FROM LEADERS IN CORE LEADERSHIP DISCIPLINES

Senior members of the Kellogg School of Management’s world-class faculty teach in the Women’s Senior Leadership Program.

Victoria Medvec
Expert in negotiation and decision making

Brian Uzzi
Expert in networking and leadership

Leigh Thompson
Expert in leadership and team building

Mitchell A. Petersen
Expert in corporate finance

“This program is rich in content and relationships. It gives you the time and ability to create a robust network and to put into practice all of the concepts you learn throughout the year. The format and access to staff and peers gives you the lab to put it all into practice.”

DIRECTOR OF RESEARCH & DEVELOPMENT, GLOBAL FAMILY CARE, PROCTER & GAMBLE CO.
For the Women’s Senior Leadership Program, Kellogg has gathered a strategically selected, cross-disciplinary faculty — teachers, authors, researchers, consultants and experienced practitioners — comprised of experts in issues that matter critically to the career development and success of women executives.

Because Kellogg emphasizes research and its practical application, the faculty members stand at the forefront of knowledge in their fields and interact with top executives who often tap into their specialized knowledge as consultants and advisors. Each faculty member is also dedicated to creating the most rewarding learning experience for you and will be readily accessible for informal discussion during the program.

### THE WOMEN’S SENIOR LEADERSHIP PROGRAM FACULTY HAS INCLUDED:

**Victoria Medvec, Academic Director**  
Adeline Barry Davee Professor of Management and Organizations; Executive Director, Kellogg Center for Executive Women

**Michelle L. Buck**  
Clinical Professor of Management and Organizations

**Rachel Canter**  
Career Accelerator and Leadership Consultant

**Timothy Feddersen**  
Wendell Hobbs Professor of Managerial Politics; Professor of Managerial Economics and Decision Sciences

**Ginger L. Graham**  
Former President and CEO, Amylin Pharmaceuticals

**Mitchell A. Petersen**  
Glen Vasel Professor of Finance; Director, Heizer Center for Private Equity and Venture Capital

**Sergio Rebelo**  
Tokai Bank Chair in International Finance, Professor of Finance

**Kenneth W. Taylor**  
Founding Partner, Taylor Meyer Associates

**Leigh Thompson**  
J. Jay Gerber Professor of Dispute Resolution and Organizations; Professor of Management and Organizations; Director, Kellogg Team and Group Research Center (KTAG)

**Brian Uzzi**  
Richard L. Thomas Professor of Leadership and Organizational Change; Co-Director, Northwestern Institute on Complex Systems (NICO); Faculty Director, Kellogg Architectures of Collaboration Initiative (KACI)

**Karen Van Camp**  
Senior Lecturer of Communications
WHERE THE BEST OF THE BEST COME TOGETHER

Kellogg has structured the Women’s Senior Leadership Program for corporate officers and other high-level female executives who already have extensive functional skills and want to hone additional leadership capabilities necessary for securing a position at the very highest levels of an organization.
INVESTING IN THE FUTURE

Below is a sampling of companies that have invested in the development and advancement of their most promising executive women.

Adecco Group  
Adobe Systems Inc.  
Air Control Science Inc.  
AkzoNobel Global  
Allergan Inc.  
Alliance Data Systems Corporation  
Allstate Insurance Company  
Amylin Pharmaceuticals  
Andrew Corporation  
Aurora Health Care  
Bank of America  
BMO Harris Bank  
The Boeing Company  
Booz Allen Hamilton  
Caterpillar  
CBRE Group Inc.  
CDW Corporation  
Cummins Inc.  
CME Group  
The Coca-Cola Company  
Crocs Inc.  
Dairy Management Inc.  
DePuy HR Associates  
Discover Financial Services  
Driehaus Capital Management  
DuPont Energia  
E*TRADE Financial  
Ernst & Young LLP  
Graybar Electric Company  
Health Net Inc.  
The Hershey Company  
Illinois Tool Works Inc.  
Interactive Business Systems Inc.  
InterOcean Capital LLC  
Intrado Inc.  
Johnson & Johnson  
KaVo Dental  
Liberty Resources Inc.  
L-3 Communications  
Mead Johnson  
McDonald’s USA  
McKesson Corporation  
Meiger Health  
Microsoft Corp.  
Midwest Generation LLC  
Motorola Solutions Inc.  
National Processing Company  
Norfolk Southern Corp.  
Novartis  
Oakwood Worldwide  
Orlando Health  
PepsiCo  
PricewaterhouseCoopers  
Procter & Gamble Co.  
SCANA Corporation  
Scottrade  
Snap-on Incorporated  
St. Jude Medical Inc.  
Starbucks Coffee Company  
Takeda Pharmaceuticals  
Time Warner Inc.  
Tupperware Brands Corporation  
UL  
Unilever Food Solutions  
Union Pacific  
Volvo Powertrain Corp.

360-DEGREE ASSESSMENT AND DEVELOPMENT

DEFINE AND MAXIMIZE YOUR LEADERSHIP STYLE

A key component of the program, the 360-degree assessment and development tool, will help you identify and leverage your strengths, avoid pitfalls and missteps, create personal development plans and make an immediate and measurable impact in your organization.

The feedback serves for learning purposes only, keeping it free of internal political biases that often affect appraisals done within a company.

The perspective is specific to the experience of female executives, paying close attention to the unique challenges women face in the business world.

The personalized feedback sessions are augmented with program content customized to each group’s needs based on their collective feedback.

A one-on-one check-in with professional leadership consultants during the program allows you to set specific development goals and evaluate your personal progress over the course of the year.
WELCOME TO THE JAMES L. ALLEN CENTER

HOME TO YOUR LEARNING AND LIVING EXPERIENCE
Designed specifically for executive education and personal comfort, the James L. Allen Center on Northwestern University’s Evanston campus houses all classrooms, and study, dining, recreational and sleeping accommodations for your program sessions.

Your program fee includes all instruction, program materials, accommodations,* meals, coffee breaks and other social and extracurricular activities.

Visit kellogg.northwestern.edu/exec-campus for complete information about the center.

*When program registration requires additional accommodations, our staff will make all the necessary arrangements for participants to stay at a nearby hotel.
PREPARE TO LEAD AT THE TOP

APPLY NOW

ADMISSION CRITERIA
An admissions committee thoroughly reviews each application and considers the nature and scope of the applicant’s responsibilities. For the benefit of the class members, the sponsoring organizations and the integrity of the program, the committee seeks to admit individuals with comparable management responsibilities but with diverse skills and experiences.

Although the program has no formal educational prerequisites, proficiency in English is needed to comprehend the reading materials and to contribute meaningfully to classroom and study group discussions. Kellogg expects that participants will attend all sessions, immerse themselves completely in the experience and free themselves of all other obligations while the program is in session.

AWARDING OF THE CERTIFICATE
The Kellogg School of Management awards a certificate upon the successful completion of the Women’s Senior Leadership Program.

ENROLL ONLINE
You’ll find complete enrollment information online, including fees, payment options, our cancellation policy and information on wiring international payments.

Please note that class size is limited to maximize classroom and study group participation. Early application is encouraged. Applications are accepted on a rolling basis and are reviewed upon submission until the program fills.

If you have a question or need more information, please contact us:
WEBSITE: kell.gg/kxwslead
EMAIL: ExecEd@kellogg.northwestern.edu
PHONE: 847.467.6018

“I found the program to be both professionally and personally enriching. It was a unique experience to learn and connect with a group of women that had similar interests, challenges and opportunities. The focused education and lifelong connections I made through the program are invaluable. I’d recommend this program to any woman senior leader who is looking to take the next step in their career.”

VICE PRESIDENT, MARKETING & PUBLIC AFFAIRS, ITRON, INC.