WOMEN’S SENIOR LEADERSHIP PROGRAM

General Management

'05

April 20–22, 2005
October 12–14, 2005
February 15–17, 2006
October 11–13, 2006

Four three-day sessions over an 18-month period

Presented by the Center for Executive Women in alliance with the

Allstate Foundation

Kellogg School of Management
KEY BENEFITS

During this program, you will:

- Identify individual strengths and areas for improvement
- Develop a personal plan for advancement
- Learn to utilize your networks to gain important information
- Discover how to better assess and motivate the performance of your subordinates
- Learn to manage the political dynamics of your organization
- Find ways to capitalize on your strengths and create advancement opportunities

THE PROGRAM

With the number of female corporate officers steadily increasing, why are so few women making it to the top of corporate America? Kellogg’s Center for Executive Women and The Allstate Foundation will help women circumvent barriers and take a confident stride toward the highest level of corporate leadership. Led by exceptional Kellogg School of Management faculty and corporate experts, this program will offer practical guidance and multiple perspectives on leadership. Individual progress will be emphasized with personalized feedback sessions and a unique leadership assessment tool designed to help you identify and leverage your areas of greatest strength. The structure of the program, four three-day sessions over eighteen months, allows you to build relationships, learn and test new ideas, and receive feedback from the faculty and your peers.

STATISTICS THAT NEED TO CHANGE

- Women hold 15.7 percent of corporate officer positions in the Fortune 500, but only 7.9 percent of the highest corporate officer titles.
- Women represent only 5.2 percent of top earning corporate officers.
- Only 1.2 percent of Fortune 500 CEOs are women.

According to the 2002 Catalyst Census of Women Corporate Officers and Top Earners in the Fortune 500

WHO SHOULD ATTEND

This program is structured for corporate officers and other similar-level female executives. The program is designed for participants who already have extensive functional skills and want to hone the other skills necessary for obtaining a position at the very highest level of a corporation.

www.kellogg.northwestern.edu/execed
PROGRAM CONTENT

THE FOUR SESSIONS
The program is built around four main areas of focus. Each topic is designed to help you improve your personal career, while at the same time delivering benefits to your corporation. You will develop a plan for your long-term success while learning strategies that will deliver immediate results.

SESSION 1:
GATHERING INTELLIGENCE
Any successful executive is familiar with the challenge of gaining unique and relevant information. During your first session at Kellogg, you will learn the value of using networks as a source of intelligence and power. You will also explore how to make effective decisions and sharpen your influence skills. In addition, the CEW Leadership Tool will be introduced and you will complete the self-assessment component.

SESSION 2:
CREATING A CONTEXT FOR SUCCESS
There are many different paths to success, but certain tools are vital for the journey. In the second session, you will learn how to motivate people and polish your negotiation skills. You will also examine the importance of confident self-promotion. You will have the opportunity to discuss your CEW Leadership Tool results, get personalized feedback, and begin to formulate an action plan for promotion.

SESSION 3:
DRIVING RESULTS
Effective leaders must be able to drive change through their organizations. Who should be approached first? Who will derail the initiative? What are the best techniques for generating support for a new initiative? During the third session, you will get hands-on practice in addressing these questions. This session will also provide you with feedback on your interpersonal and presentation skills. Other topics in the third session include guidance on dealing with internal politics and the ethical challenges in today’s marketplace.

SESSION 4:
MANAGING EXTERNAL CONSTITUENTS
Good leaders are able to control 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. You will also discover how to use a board of directors as a source of advantage. Finally, you will revisit your CEW Leadership Tool results, evaluate progress to date and craft plans for the future.

A Window into Personal Leadership: The CEW Leadership Tool
A key component of the program will be a leadership assessment that you will use to identify your strengths, avoid derailment possibilities and create personal development plans. Though most corporate executives have undergone leadership assessments, the CEW Leadership Tool is unique for several reasons. First, the feedback is for learning purposes only and will be free of the internal political biases that often affect appraisals done within a company. More importantly, the CEW Leadership Tool is designed specifically for senior-level women. Working in collaboration with Dr. Stephen Schoonover, an expert in strategic leadership tools, the Center for Executive Women conducted a series of interviews with successful female executives to create our measure of the skills and behaviors that are vital to women who wish to move to top-level positions. In addition to personalized feedback sessions, the program content will be customized to each group’s needs based on their results. A follow-up assessment midway through the program will help assess progress and identify opportunities. The overall goal of the CEW Leadership Tool is to help you learn how to leverage your strengths and advance your career.

DATES AND FEE
Four three-day sessions over an 18-month period:
April 20–22, 2005
October 12–14, 2005
February 15–17, 2006
October 11–13, 2006
$16,000

HOW TO APPLY
Online
Visit our web site to fill out an online application and to check for the latest program dates and information.
Phone
847.467.7107
Email
ExecEd@kellogg.northwestern.edu
APPLICATION AND FEE
We encourage applicants to apply online at www.kellogg.northwestern.edu/WomensLeadership or you may call us at 847.467.7000 to receive a paper application. In addition to submitting an application form, a current resume is required to complete your application. Please fax this separately to 847.491.8002 or email as an attachment to exed-registrar@kellogg.northwestern.edu. The fee (payable in U.S. dollars) includes tuition, program materials, accommodations, and all meals, coffee breaks, and receptions. Please visit our web site or call us for our cancellation policy and information on wiring international payments.

LOCATION
Sleeping, dining, and classroom accommodations are located in the James L. Allen Center on Northwestern University’s Evanston campus. Specifically designed for executive education, the Allen Center overlooks Lake Michigan and contains 150 bedrooms with private baths, as well as dining rooms, lounges, recreational facilities, study rooms, and classrooms. The center combines the benefits of a quiet campus environment with close proximity to downtown Chicago and O’Hare International Airport.

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