WOMEN’S SENIOR LEADERSHIP PROGRAM

OCTOBER 28–30 // 2015
FEBRUARY 3–5 // 2016
MAY 4–6 // 2016
OCTOBER 12–14 // 2016

Presented by
the Kellogg Center for Executive Women
in alliance with the Allstate Foundation

Allstate FOUNDATION

NORTHWESTERN UNIVERSITY
Kellogg School of Management
UNLOCKING THE POTENTIAL OF WOMEN EXECUTIVES AT THE HIGHEST LEVELS OF CORPORATE LEADERSHIP.

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

4.8%

OF FORTUNE 500 CEOS ARE WOMEN.*

*2014 Catalyst Research: Women CEOs of the Fortune 500
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 you need 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 understandings 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 an 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 its sessions. Each session is geared toward 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° 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° 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° assessment, evaluate progress over the past months and craft plans to sustain future growth
LEARN FROM LEADERS IN CORE LEADERSHIP DISCIPLINES

THESE AND OTHER SENIOR MEMBERS OF THE KELLOGG SCHOOL OF MANAGEMENT’S WORLD-CLASS FACULTY TEACH IN THE WOMEN’S SENIOR LEADERSHIP PROGRAM.

Victoria Medvec, expert in leadership and decision making

Brian Uzzi, expert in networking and leadership

Mitchell A. Petersen, expert in corporate finance

Leigh Thompson, expert in leadership and team building

“PROFESSIONALLY AND PERSONALLY ENRICHING ... A UNIQUE EXPERIENCE. THE FOCUSED EDUCATION AND LIFELONG CONNECTIONS I MADE THROUGH THE PROGRAM ARE INVALUABLE. WOULD RECOMMEND TO ANY WOMAN SENIOR LEADER LOOKING TO TAKE THE NEXT STEP IN THEIR CAREER.”

VP, MARKETING & PUBLIC AFFAIRS, ITRON, INC.

“INVALUABLE IN HONING LEADERSHIP SKILLS AND PROVIDING PRACTICAL STRATEGIES FOR CAREER PERFORMANCE!”

DIRECTOR, NORTH AMERICA, FOODS REGIONAL DEPLOY CENTER, UNILEVER
PROGRAM FACULTY

For the Women’s Senior Leadership Program, Kellogg has gathered a strategically selected, cross-disciplinary faculty — teachers, authors, researchers, consultants and experienced practitioners — all 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 their specialized knowledge as consultants and advisers. 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 of the Kellogg Center for Executive Women

David Austen-Smith  
Senior Associate Dean for Faculty and Research; Peter G. Peterson Chair in Corporate Ethics, Kellogg School of Management

Michelle L. Buck  
Clinical Professor of Management and Organizations; Director of Leadership Initiatives, Kellogg School of Management

Ginger L. Graham  
Former President and CEO, Amylin Pharmaceuticals

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

Sergio Rebelo  
Tokai Bank Professor of Finance, Kellogg School of Management

Kenneth W. Taylor  
Founding Partner, Taylor Meyer Associates

Leigh Thompson  
J. Jay Gerber Professor of Dispute Resolution and Organizations; Director of the Kellogg Team and Group Research Center, Kellogg School of Management

Brian Uzzi  
Richard L. Thomas Professor of Leadership and Organizational Change, Kellogg School of Management; Professor of Industrial Engineering and Management Sciences, McCormick School; Professor of Sociology, Weinberg College

Karen Van Camp  
Senior Lecturer of Communications, Kellogg School of Management
WHERE THE BEST OF THE BEST COME TOGETHER.

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

**TYPICAL PARTICIPANTS, BY FUNCTION**

- General Management: 19%
- Consulting: 7%
- Finance: 10%
- Marketing and Sales: 16%
- Information Systems/Technology: 14%
- Strategic Planning: 9%
- Operations/Manufacturing/R&D: 10%
- Other: 15%

**TYPICAL PARTICIPANTS, BY TITLE**

- President: 26%
- Vice President: 30%
- Manager: 4%
- Director: 25%
- C-Level: 10%
- Other: 5%
INVESTORS IN THEIR FUTURE

A sampling of companies that have invested in the development and advancement of their most promising senior executives.

SPONSORING ORGANIZATIONS LIST

Adecco Employment Services
Adobe Systems Inc.
Air Control Science Inc.
Akzo Nobel Chemicals Inc.
Allergan Inc.
Alliance Data
Allstate Insurance Co.
Amylin Pharmaceuticals
Andrew Corp.
Aurora Health Care Inc.
Bank of America
Boeing
Booz Allen Hamilton
Caterpillar

CB Richard Ellis
CDW Corp.
Cummins Inc.
Dairy Management Inc.
DePuy & Associates
Driehaus Capital Management
DuPont
Energa
EquiFirst Corp.
Ernst & Young LLP
Harris Bank
Hershey Co.
Illinois Tool Works Inc.
Interactive Business Systems Inc.

InterOcean Wealth Management
Intrado Inc.
Johnson & Johnson
KaVo Dental
Liberty Resources Inc.
McKesson Corp.
Microsoft Corp.
Midwest Generation LLC
Motorola
National Processing Co.
Norfolk Southern Corp.
Oakwood Worldwide
Orlando Health
PricewaterhouseCoopers

Procter & Gamble
Scana Corp.
Snap-on Diagnostics
St. Jude Medical
Starbucks Coffee International
Takeda Pharmaceuticals
Time Warner/AOL
Tupperware Brands Corp.
Underwriters Laboratories
Unilever Food Solutions
Union Pacific
Volvo Powertrain Corp.

360° ASSESSMENT AND DEVELOPMENT

DEFINE AND MAXIMIZE YOUR LEADERSHIP STYLE

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

This tool has been developed especially for the Women’s Senior Leadership Program and has several distinct advantages over other self-assessments you may know:

• 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 differences and challenges you 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.
• One-on-one check-ins with professional leadership consultants during each of the program’s four sessions allow you to set specific development goals and evaluate your personal progress over the course of the entire year.
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, 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.
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:

EMAIL ExecEd@kellogg.northwestern.edu
PHONE 847.467.6018
WEBSITE www.kell.gg/kxwslead

“GREAT PROGRAM! GOOD TAKEAWAYS AND WONDERFUL NETWORKING. THE WOMEN’S SENIOR LEADERSHIP PROGRAM PROVIDED ME WITH THE TOOLS TO LEVERAGE MY SKILLS WITHIN MY COMPANY AND FURTHER MY CAREER.”

OLGA BOTERO
FOUNDING PARTNER, C&S CUSTOMERS AND STRATEGY