STRATEGIC PATHWAYS: DIRECTING YOUR MOMENTUM

A PROGRAM DESIGNED FOR BLACK WOMEN EXECUTIVES, CREATED BY BLACK WOMEN EXECUTIVES

Miami, Florida August
Las Vegas, Nevada September

The Executive Leadership Council

INSTITUTE FOR LEADERSHIP DEVELOPMENT & RESEARCH

THREE-DAY PROGRAM
The representation of women at senior levels in U.S. and global corporations is unacceptably low. Furthermore, the experiences, development and advancement of black women executives in corporate America merits specific focus.

Strategic Pathways' participants come from a wide variety of industries, organizations, functional areas, and locations. The program brings together a diverse network of high performing women who are focused on increasing their leadership capacity in their organizations.

"The wealth of information and advice I received from the program is invaluable. The ELC has developed something very special that I hope will be offered for years to come."

– Lisa Wimbush, Strategic Pathways Past Participant

Despite the fact that black women are graduating from college and graduate school at unprecedented rates and are joining the ranks of U.S. and global companies in equally impressive numbers, they are not moving into the senior positions at the rate one would expect from such a robust pipeline of talent. As the organizational rules of the workplace continue to shift and the successful business paradigms of the past are becoming null and void, mid-career black professionals need to think strategically about their career development.

*Strategic Pathways: Directing Your Momentum* is a three-day leadership development program designed specifically to assist mid-career black women, including managers, directors, vice presidents, individual contributors, and entrepreneurs as they chart their career course. *Strategic Pathways*’ participants come from a wide variety of industries, organizations, functional areas, and locations. This program brings together a diverse network of high performing leaders who are focused on increasing their leadership capacity in their organizations.

*Strategic Pathways* helps participants create a deliberate plan for their personal and professional development, taking into account the “double-outsiders” status faced by many black women in today’s organizations. Additionally, the program is designed to help women gain more clarity about the types of experiences they will need to advance their careers.

Built to respond to the particular needs of mid-career black women, *Strategic Pathways* is the leadership development program that brings the future into focus. This program helps women gain a clearer understanding of their strengths and developmental needs. Instructors help participants understand and challenge their core assumptions about themselves and the roles and responsibilities they hold as leaders in their organizations and communities.
Key Programmatic Features

- Designed around the issues, challenges, and opportunities for black women professionals
- Safe forum to learn, practice, and develop critical leadership skill sets
- Exposure to successful black women executives
- Connectivity between cohort members and other program alumni
- Unparalleled networking
- Group-facilitated discussions
- Experiential activities
- Research-based modules

Learning Objectives

This leadership development program for mid-career black women focuses on proven strategies required to succeed in a competitive organizational environment. The desired outcomes of this program are for participants to:

- Identify and understand the experiences needed to achieve higher levels of success in the organization
- Help women understand the skills required to increase their career options
- Learn how to develop quality strategic relationships for accurate feedback and organizational navigation
- Understand the power of networking in corporate settings
- Learn how to develop quality strategic relationships for accurate feedback and organizational navigation
- Develop strategies for developing work-life balance

Who Should Attend

This program is designed for black women professionals who are:

- High potential leaders with proven success and maturity in a professional environment
- Mid-career professionals (i.e. 6-15 years in career)
- Managers, directors, vice presidents, individual contributors and entrepreneurs
- Aspiring to contribute at a higher level within the organization
- Willing to listen, learn, and be challenged

Program Dates and Location

*Strategic Pathways* provides three full days of leadership development—August or September. The entire program takes place at the Mandarin Oriental Hotel in Miami, Florida or Las Vegas, Nevada.
Registration

Seats are limited, so we strongly encourage participants or their companies to reserve their seats as soon as possible. Selection of the actual participants can be decided approximately two months prior to the program. For more information about the programs and how to register, please visit https://elcinfo.cvent.com/ldw or contact ldw@elcinfo.com.

Registration includes official designation as an ELC Institute Fellow, which is a newly created mid-level affiliation within the Executive Leadership Council that extends learning for an additional twelve months. Each participant will be part of a global network of more than 1,000 ELC Institute Fellows who have also benefited from leadership development through the ELC Institute. Fellows receive 12-month access to benefits such as professional networking opportunities, digital leadership training and career solutions, visibility in a directory of Fellows, and future discounts on select ELC Institute programs. ELC Institute Fellow status begins approximately one month after the program, and is renewable after twelve months.

Program tuition does not include travel and accommodations. However, substantially discounted hotel room rates have been secured for participants and can be obtained with the appropriate code following registration.

We appreciate the strategic investment you and/or your organization will make by participating in Strategic Pathways. Due to the costs of the attendance, full refunds will be granted only if cancellation notice is received in writing at least six weeks in advance of the start of the program. Participants selected for this program are fully transferable at any time prior to six weeks from the start of the program (a modest transfer fee may apply). If you have any questions regarding cancellation or transferring participants, please contact ldw@elcinfo.com.

Program Tuition and Benefits

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<tr>
<th>Program Tuition*</th>
<th>($6500)</th>
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<tbody>
<tr>
<td>3 days of classroom instruction</td>
<td>✔</td>
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<tr>
<td>Exposure to and discussions with successful black career professionals</td>
<td>✔</td>
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<tr>
<td>Assessments and interpretation</td>
<td>✔</td>
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<tr>
<td>Group activities and assignments</td>
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<tr>
<td>Books and other materials</td>
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<tr>
<td>Planned networking receptions and meals (breakfast, snacks, lunch, dinner)</td>
<td>✔</td>
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<tr>
<td>Free Wi-Fi in learning center and hotel rooms</td>
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<tr>
<td>ELC Institute Fellow designation*</td>
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<td>12 months of online leadership training, skills development, career advice, and other content*</td>
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<td>Inclusion in ELC-published networking directory of Black mid-level managers*</td>
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<td>Access to private online social network of black mid-level professionals*</td>
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<td>Future discounts on ELC Institute development programs*</td>
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# Current ELC Institute Fellows receive 10% discount. Must be requested at time of purchase.
* Begins approximately one month after the program.

Sponsorship Opportunities

The Institute for Leadership Development & Research is interested in partnering with organizations committed to diversity and inclusion in corporate America, and with those dedicated to building a pipeline of black executives. If you are interested in becoming a sponsor of one of the Institute’s programs, please contact Institute@elcinfo.com for more details.