



WOMEN'S LEADERSHIP DEVELOPMENT PROGRAM

CTR FACTOR – TRAINING & DEVELOPMENT

Based upon research into the leadership areas that are challenges for women, CTR Factor has developed a comprehensive women's leadership development program with 2 pillars - Maximizing Oneself and Maximizing Others - and 8 topics and 24 sub-topics. Each topic can be delivered in 1-3 hours, depending on the level of detail needed and the amount of activities and exercises, yielding learning content of 8-24 hours in total, in webinars, face-to-face sessions, e-learning, and micro-learning.

SEGMENT 1: MAXIMIZING ONESELF

1. HOW STELLA GOT HER GROOVE BACK: FINDING & TRUSTING YOUR VOICE

- Building a personal brand aligned with your values
- Communicating with confidence
- Leading with authority

2. SLEEPLESS IN SEATTLE: INTEGRATING WORK AND LIFE

- Multiplying time
- Multiplying resources
- Multiplying impact

3. THELMA & LOUISE: TAKING CAREER RISKS

- Building a personal support system
- Embracing the career lattice
- prioritizing & guilt management

4. THE DEVIL WEARS PRADA: DEALING WITH DISSENT

- Receiving negative feedback from upstream
- Managing conflict with peers
- Dealing with pushback from downstream

SEGMENT 2: MAXIMIZING OTHERS

5. THE SISTERHOOD OF THE TRAVELING PANTS: BUILDING A PROFESSIONAL SUPPORT SYSTEM

- Acquiring mentors
- Enrolling sponsors
- Inspiring loyal executors

6. MISS CONGENIALITY: CRAFTING ALLIANCES WITH DECISION MAKERS

- Leveraging intentional vertical networking
- Managing gender dynamics
- Overcoming resistance to coalition building

7. STEEL MAGNOLIAS: ACCOMPLISHING THROUGH OTHERS

- Delegating responsibility
- Ensuring accountability
- Offering constructive coaching

8. HIDDEN FIGURES: NEGOTIATING FOR OUTCOMES

- Asking for oneself (pitch)
- Using flexible bargaining styles (propose)
- Closing the deal (procure)