

Leadership Institute for Women in STEM and Manufacturing

	Residency 1 – Day 1 9:00am to 6:30pm	Residency 1 – Day 2 9:00am to 8:00pm	Residency 1 – Day 3 9:00am to 12:30pm
Morning	<p>Welcome and Introductions (WSOM and WiM) Icebreaker (WSOM) Timeframe: 9:00am – 10:30am</p> <p>Complex Factors Impacting Women’s Achievement and Thriving at Work Timeframe: 10:30am – 12:30pm</p> <ul style="list-style-type: none"> • The status of women in leadership in STEM and Manufacturing • Individual, relational, organizational, and cultural influences • Recognizing and overcoming gender bias • Woman Executive Leader Interview guidelines 	<p>Managing Multiple Levels of Strategy Timeframe: 9:00am – 12:30pm</p> <ul style="list-style-type: none"> • Understand the difference between strategy and strategic thinking • Explore strategies that create competitive advantage • Recognize strategic thinking competencies 	<p>The Leader Within Timeframe: 9:00am - 11:30am</p> <ul style="list-style-type: none"> • Crafting of a Personal Vision • Gallery Walk • Explanation of 360-degree feedback processes <p>Session 1 Debrief Timeframe: 11:30 - 12:30pm</p> <ul style="list-style-type: none"> • Check-out • Review of assignments • What to expect in session #2 • Participant Feedback
	<p>Lunch: 12:30pm – 2:00pm <i>Guest Speaker</i></p>	<p>Lunch: 12:30pm – 2:00pm <i>Guest Speaker</i></p>	<p>End by 12:30 pm</p>
Afternoon	<p>Developing Leadership through Vision Timeframe: 2:00pm – 5:30pm</p> <ul style="list-style-type: none"> • Inspiring the best in yourself and others through positive emotion and a personal vision • Personal Visioning exercise • Emotional Intelligence • Developing leadership through Emotional Intelligence • Introduction to peer coaching – what it is and how to be an effective peer coach <p>Coaches arrive: 3:00pm - 6:30 pm</p>	<p>Influencing at All Levels Timeframe: 2:00pm – 5:30pm</p> <ul style="list-style-type: none"> • Requirements for influence • Influence as a leadership quality and management skill • Dr. Cialdini’s Six Principles of Influence • How to act at your full level of empowerment • How to gain support from key people in the organization 	
Evening and Beyond	<p>Peer Coaching (5:30pm - 6:30pm) Provide Dinner Recommendations</p>	<p>Organized Offsite Activity (6:00pm – 8:00pm)</p>	<p>Coaching Call #1: Personal Vision</p>

Virtual work in between session

- Complete ESCI
- Complete Coaching Call #1: Personal Vision
- Complete Peer Coaching session #2 Virtually (will be scheduled for the group)
- Complete Woman Executive Leader interview

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	Residency 2 – Day 1 9:00am to 8:00 pm	Residency 2 – Day 2 9:00am to 8:00 pm	Residency 2 – Day 3 8:00am to 1:00 pm
Morning	<p>Welcome, Check-In, & Session 2 Overview Timeframe: 9:00 – 9:30am</p> <p>Win-Win Negotiations Timeframe 9:30 am – 12:30 pm</p> <ul style="list-style-type: none"> • Recognizing gender-based patterns in negotiating • Understanding the impact of not asking • The dual purposes of workplace negotiation • Overcoming mistakes in negotiating • Developing win-win negotiation skills 	<p>Leading and Implementing Change Timeframe: 9:00 – 12:30pm</p> <ul style="list-style-type: none"> • The Change Cycle • Change principles • Implementing change for new initiatives • Communicating, measuring and sustaining change • Dealing with resistance • Strategies for dealing with change 	<p>Peer Coaching (8:30-9:30 pm)</p> <p>Leading the Way Forward--Navigating and Transforming the Organization Timeframe: 9:30-11:00 am</p> <ul style="list-style-type: none"> • Insights from Woman Executive Leader interviews • Skillfully navigating the organization • Leveraging networks, mentors and sponsors in organizations <p>Reflective Activity - TBD Timeframe: 11:15 – 12:30 pm</p>
	<p>Lunch: 12:30 – 2:00 pm <i>Guest Speaker</i></p>	<p>Lunch: 12:30 – 2:00 pm <i>Guest Speaker</i></p>	<p>Closing Remarks & Presentation of Certificates Timeframe: 12:30-1:00 pm</p>
Afternoon	<p>Leadership through Emotional Intelligence Timeframe: 2:00– 5:30pm</p> <ul style="list-style-type: none"> • Resonant Leadership • Overview of emotional intelligence • Understanding the EI model and competencies and impact on performance • Interpreting the 360-degree feedback results • Meet with coaches in small groups with 360-degree feedback reports • Creating a personal balance sheet 	<p>Communicating with Presence and Confidence Timeframe: 2:00 – 5:30pm</p> <ul style="list-style-type: none"> • Developing leadership presence • Communicating with confidence and inspiration • Recognizing gender-based patterns in communicating • Widening your communication range • Developing agility to move between levels of discourse 	
Evening and beyond	<p>Offsite Activity (6-8 pm)</p>	<p>Graduation Dinner (6-8 pm)</p>	<p>Coaching Call #2: ESCL interpretation Coaching Call #3: Learning Plan</p>

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Pre-work for Session 1

Attend Program Orientation Virtual Session (1.0-1.5 hour) – one month before the start of the program

- Introduction of WiM and WEE
- Outline of expectations for the program
- Review logistics of website

Complete the Vision and Values Exercises

Read:

- Van Oosten, Buse & Bilimoria, [The Leadership Lab for Women: Advancing and Retaining Women in STEM through Professional Development](#), *Frontiers in Psychology*, 2017
- Bilimoria, Unconscious Bias Still Obstructs Women in Manufacturing, *Industry Week*, May 5, 2017.
- Bilimoria, How to Overcome Unconscious Bias? Make It a Priority, *Industry Week*, September 5, 2017.
- Buse & Bilimoria - [Women Who Persist](#), *SWE Magazine*, Fall 2013.

Complete the Online Emotional Intelligence Competency Course