



LEADERSHIP LAB

for Women in Manufacturing

wim | women in
manufacturing®



2019 PROGRAM

This educational program is proudly supported by:  Education Foundation

2019 DATES

April 16 – 18

May 21 – 23

A research-based, development program designed to help women thrive in the manufacturing industry.

LEADERSHIP LAB FOR WOMEN IN MANUFACTURING

The Women in Manufacturing® Association (WiM) and Case Western Reserve University's Weatherhead School of Management, with the generous support of the WiM Education Foundation (WiMEF), have collaborated to produce the Leadership Lab for Women in Manufacturing (LLMFG).

WHAT IS LLMFG?

Executive education which concentrates on issues pertinent to women working in male-dominated fields and presented with a specific focus on the field of manufacturing.

WHO IS ELIGIBLE TO ENROLL?

Women in mid-to-high level management roles in manufacturing careers.

WHAT IS THE TIME COMMITMENT?

The LLMFG consists of two separate sessions spanning six days total as well as online learning at the individual's own pace and schedule.

WHERE AND WHEN DOES IT TAKE PLACE?

All in-person sessions take place at Case Western Reserve University's campus in Cleveland, OH. This year's dates are April 16 – 18 and May 21 – 23, 2019.

WHAT DOES THE PROGRAM COST AND WHAT IS INCLUDED?

WiM members are able to enroll at the reduced rate of \$5,000 (non-member rate is \$7,500 per person). In-person sessions include breakfast, lunch, convenient parking plus a cocktail reception on the opening day and graduation ceremony luncheon on the closing day. Virtual sessions include free access to an online learning platform, Canvas.

WHAT IS THE IMPACT OF THIS PROGRAM?

To date, this program has graduated three classes and more than 50 outstanding women who have gone on to assume greater leadership roles within their organizations. Within six months of graduating from this program, more than 40% of the participants typically receive a promotion.

WHERE CAN I REGISTER?

Registration is available on the WiM website at www.womeninmanufacturing.org/leadership-lab.

BE A PART OF THE CLASS OF 2019

2019 DATES Session I: April 16 – 18 | Session II: May 21 – 23

TOPICS COVERED INCLUDE

- Complex factors impacting women in manufacturing
- Developing leadership through vision and emotional intelligence
- Managing multiple levels of strategy
- Negotiation, effective communication, and influence
- Leadership as a relationship

In addition to the classroom instruction, participants receive an Emotional and Social Competency Inventory (ESCI) assessment, peer coaching, and individualized executive coaching sessions. The executive leadership coaching includes a pre-coaching call and three virtual sessions via phone or video conference. The leadership books provided include:

- » *Resonant Leadership: Renewing Yourself and Connecting with Others through Mindfulness, Hope, and Compassion* by Richard Boyatzis and collaborator Annie McKee
- » *Becoming a Resonant Leader: Develop Your Emotional Intelligence, Renew Your Relationships, Sustain Your Effectiveness* by Annie McKee, Richard Boyatzis, and Frances Johnston

LEADERSHIP LAB SCHEDULE

SESSION I – DAY 1
9:00 - 10:00 A.M.

APRIL 16, 2019

Welcome, Introductions, and Program Overview
(Diana Bilimoria & Ellen Van Oosten)

10:00 A.M. – 12:30 P.M.

Complex Factors Impacting Women in Manufacturing (Diana Bilimoria)

- The business case for gender diversity in manufacturing organizations
- Individual, organizational, relational and cultural influences on WIM
- Recognizing and overcoming second generation gender bias
- Woman executive leader interview guidelines

12:30 – 1:30 P.M.

Lunch

1:30 – 5:00 P.M.

Developing Leadership through Vision (Ellen Van Oosten)

- 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

5:00 – 6:30 P.M.

Peer Coaching

SESSION I – DAY 2
9:00 A.M. – 12:30 P.M.

APRIL 17, 2019

Managing Multiple Levels of Strategy (Ellen Burts-Cooper)

- Understand the difference between strategy and strategic thinking
- Explore strategies that create competitive advantage
- Recognize strategic thinking competencies

12:30 – 1:30 P.M.

Lunch

1:30 – 5:00 P.M.

Influencing at All Levels (Ellen Burts-Cooper)

- 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

5:00 – 6:30 P.M.

Cocktail Reception

SESSION I – DAY 3
9:00 – 11:30 A.M.

APRIL 18, 2019

The Leader Within (Ellen Van Oosten)

- Crafting of a personal vision
- Gallery walk
- Explanation of 360-degree feedback processes

11:30 – 12:30 P.M.

Session I Debrief (Ellen Van Oosten)

- Check-out
- Review of assignments
- What to expect in session II
- Participant feedback

End by **12:30 P.M.**, lunch will be available

Coaching Call #1: Personal Vision

SESSION II – DAY 1
9:00 – 9:45 A.M.

MAY 21, 2019

Welcome, Check-In, and Session II Overview (Diana Bilimoria)

9:45 A.M.– 12:30 P.M.

Leadership Presence and Win-Win Negotiation (Diana Bilimoria)

- Leadership presence and confidence
- Ways to enhance confidence and efficacy
- Recognize gender-based patterns in negotiating
- Understand the impact of not asking
- Develop win-win negotiation skills

12:30 – 1:30 P.M.

Lunch

1:30 – 3:00 P.M.

Effective Communication (Diana Bilimoria)

- Recognize gender-based patterns in communicating
- Widen your communication range
- Develop agility to move between levels of discourse

3:00 – 4:30 P.M. Panel Discussion with Executive Women in Manufacturing (Diana Bilimoria)

4:30 – 6:00 P.M. Cocktail Reception with Panelists

SESSION II – DAY 2

9:00 – 12:30 P.M.

MAY 22, 2019

Leading and Implementing Change (Ellen Burts-Cooper)

- The change cycle
- Change principles
- Implementing change for new initiatives
- Communicating, measuring and sustaining change
- Dealing with resistance
- Strategies for dealing with change

12:30 – 1:30 P.M. Lunch

1:30– 5:00 P.M.

Leadership through Emotional Intelligence (Ellen Van Oosten)

- 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

3:00 – 5:00 P.M. Coaches Arrive

5:00 – 6:30 P.M. Peer Coaching

SESSION II - DAY 3

9:00 – 10:30 A.M.

MAY 23, 2019

Leading the Way Forward – Navigating and Transforming the Organization (Diana Bilimoria)

- Insights from woman executive leader interviews
- Effectively navigating the organization
- The role of networks, mentors and sponsors in organizations

10:30 – 11:00 A.M. Program Check-Out & Evaluations (Diana Bilimoria & Ellen Van Oosten)

11:00 A.M. – 12:00 P.M. Keynote Speaker

12:00 – 1:00 P.M. Closing Presentations & Graduation Certificates (Diana Bilimoria & Ellen Van Oosten)

1:00 – 2:30 P.M. Lunch with Managers and Sponsors

Coaching Call #2: ESCI Interpretation
Coaching Call #3: Learning Plan

WHAT OUR GRADUATES SAY

MILLICENT GILMORE

*Engineering Manager, BASF
Corporation, Class of 2018*

"Participating in the Leadership Lab has changed my life and my outlook on my professional potential. I am stronger and braver, and as a woman in the engineering field, I have felt alone so many times. This has built me up in ways that I can't describe! One of my key takeaways is being able to have crucial conversations about challenging behaviors and move forward, always keeping my goals in front of me. That is what this program has done for me and I'm so grateful."

BARB DECESARE

*Administrator of Manufacturing
Intelligence, HydraForce, Inc.,
Class of 2017*

"The peer and executive coaching exercises were amazing! I grew so much from the beginning session to the final one. I am using the knowledge gained through these experiences at work daily. I took away so much from the instructors, they shared of themselves honestly and wholly, especially when it came to actual job experiences and what they've seen first-hand."

JENNIFER COMPTON

*Human Resources Manager,
Automation Tool & Die, Class of
2016*

"I cannot recommend this program enough! This is a truly transformative experience that has positively affected both my professional and person life. Not only does it afford the opportunity to learn from world-class instructors, but being part of a cohort of professional women was outstanding. The professional and peer coaching was extremely valuable, and I will be something that I will continue to use throughout my career. The practical, research-based materials and assignments immediately put our learning into action."



Registration is available on the WiM website at
www.womeninmanufacturing.org/leadership-lab/.

Registration will be open until **March 1, 2019**.
For questions, please contact **Jackie Bloom** at jbloom@womeninmfg.org and **(216) 503-5700**.