

WOMEN'S LEADERSHIP CIRCLES

Program Overview

Women's Leadership Circles invite women to build new networks and have real conversations about real issues. Unlike traditional corporate leadership and mentoring programs, ICAN's program is based on peer-to-peer learning conversations. We believe you must first go inside to discover yourself on your journey to becoming a strong leader at any point in your career.



ICAN supports a new model of leadership that includes trust, ownership and authenticity. We have redefined and reframed mentoring within this program to mean co-creative relationships centered on our capacity and ability as leaders to connect with one another. We believe every woman deserves the opportunity to be supported as a mentee, while also possessing the wisdom to serve as a mentor. The circle is called with the intention for participants to experience authentic conversations and meaningful connections to move forward as leaders with courage and clarity. **ICAN offers two types of circles:**

Transition to Retirement & Beyond Fall 2016

A special program crafted and designed to bring women together preparing for a transition to retirement or a major life change. For those contemplating decisions such as: Am I ready to retire? Where can I go to make community connections? How do I use my existing skills and experience to smoothly transition? What am I going to *do*?

Content Themes

- Starting Your Journey
- Finding Your Purpose
- Finding Your Tribe
- Finding Your Energy
- Finding Your Path

Women's Leadership Circles Spring 2017

Transcends the typical business card-swapping event to provide women with a genuine mentoring platform to engage in smart and mindful conversations about family, work, personal issues and leadership capabilities. Explore your leadership journey, how to apply your passions and connect & grow with a group of women.

Content Themes

- Be Open - Speak Your Truth: The Power of Meaningful Connections
- Be Coming - Living Your Leadership Now
- Be Fearless - Practicing Fearlessness
- Be Real - Take Action
- Be Grateful - Harvesting the Gifts

Outcomes

- Explore what it means to do something "new"
- Create an action plan for a new path and a model for positive change and evolution to the next phase
- Recharge intellectually
- Find a new identity
- Gain self-awareness about values and passions
- Focus on experience rather than roles
- Discover your closest held values and life purpose
- Understanding of how to incorporate meaningful relationships
- Ways to maintain physical and mental health
- Discover available resources
- Build a network of support and female community leaders as new friends, business connections and mentors

Outcomes

- Ownership, Authenticity and Trust of Leadership
- Understanding of "a leader is anyone willing to help and take action"
- New awareness of self, leadership capacities, experiences and applications
- Transformative communication to help take action in personal and professional life
- Identify personal leadership approach, current strengths and traits required for future growth and advancement
- Deepened listening skills
- Introduces new approach to mentoring
- New methods for giving feedback and offering recognition
- Network of female community leaders as new friends, business connections and mentors

Method & Format

- Program uses Margaret Wheatley's model of shared inquiry and dialogue through peer-to-peer conversations.
- 15-20 participants in circle
- 5 consecutive weekly sessions



Why Companies Use Women's Leadership Circles to Develop Leaders

The program serves as a *leadership accelerator* to help individuals become more aware of who they are and how they relate to others. It is an opportunity for leaders to *engage in smart and mindful conversations* about *leadership* and *personal discovery*. It provide an avenue for company leaders to *expand their network* and *build meaningful connections* in other industries, career fields or interests. The program serves as a way to reward and acknowledge your female leaders at varying stages within an accessible length of time, at a reasonable cost, with high value and return.