The Women’s Executive Leadership Program enhances the signature of women in business by offering a distinct development experience that not only improves the leadership capacity of the woman herself, but also fosters her ability to create and sustain value within her organization. By cultivating leadership excellence through coursework, executive forums, one-on-one coaching and experiential activities, the program provides participants with an opportunity to grow professionally and personally.

By sponsoring participants and leveraging the new skills of signature candidates, organizations will receive the following benefits:

- Increased competitive advantage by utilizing high potential leaders in an advanced capacity
- Enhanced growth and profitability by leveraging highly skilled female leaders
- Advanced organizational performance by capitalizing on women leaders’ strategic business skills
- Heightened ability to attract and retain a diverse workforce

Working collaboratively with executives and a strong team of facilitators and coaches, the Beard Institute delivers a development program that addresses the unique workplace challenges that professional women face. The program offers participants a development experience both on and off the job:

- Authentic leadership and global business skill development for participants
- Opportunities for organizational contributions via strategic stretch assignments
- An internal executive steward who serves as a mentor to the participant and an executive coach to help the participant work towards specific development goals
Signature Candidates

The Women’s Executive Leadership Program is designed for strong female performers. Managers, directors, senior directors (mid to senior level) up to vice presidents who are capable of increased responsibilities or are standing at a critical point of transition.

The 12-15 person cohort learns from one another in a dynamic environment where participants represent diverse industries, perspectives and life situations. Each class module focuses on a particular set of leadership competencies while the coaching, executive steward and stretch assignment play key roles throughout the program.

Module Outline

Kickoff Retreat: Strong Leaders, Strong Stories
Sept. 24, 25 and 26, 2014
Participants are supplied the perspective from which to engage, experience, participate in, assimilate and apply the complete spectrum of the program curriculum.

Module I: High Performance Leadership
Oct. 23 and 24, 2014
The module will help participants analyze, evaluate and internalize concepts and trends that will enable them to effectively lead and address challenges of the new global economy. Additionally, the module will develop leadership skills and strategies required to create inclusive and respectful work environments that fully engage all employees – leveraging the talents, skills and abilities of an increasingly diverse workforce.

Module II: Executive Presence
Dec. 4 and 5, 2014
This module focuses on several critical leadership areas that allow leaders to develop and sustain a positive executive presence: building a personal brand; developing strategic interpersonal skills; bringing one's best self to the table; and managing physical, mental and spiritual energy.
Module III: The Organization as a System  
Jan. 22 and 23, 2015
During this module, participants will cover:
- Organizational strategy and alignment
- Organizational culture and change
- Organizational communication

Module IV: Corporate Ethics and Governance/Finance and Value Creation  
Feb. 19 and 20, 2015
This module will explore business ethics and the interplay with good leadership practices. Additionally, it will explore a broad scope of the new rules and roles of directors and board members. This module also will help participants understand high-level company financials and how to use that information to make good business decisions. Additionally, participants will gain an understanding of systems, incentives and processes that create organizational value.

Module V: The Global Marketplace and Synthesis, Integration and Celebration  
March 12 and 13, 2015
The first day of this module explores the challenges of the global marketplace and leadership from a global mindset. On the final day, participants assimilate, aggregate and synthesize the identity development, skill-building and learning experiences of their executive leadership journey. Participants assess where they began; identify what changes and milestones they accomplished; document how their leadership style changed; describe who they will become; and develop action steps for continued growth and impact in the workplace. This is an emotionally-moving and forward-looking day designed to ensure that each participant becomes a strategic asset to the organization and a role model for her team members and colleagues.

Since this is the last module of the formal program, participants also complete their stretch assignments and one-on-one coaching (concluding with a follow-up feedback session). The formal program concludes with the Celebration of Success reception.
Voni Woods, Senior Director of Deli, Giant Eagle, Inc.

Voni was a member of the 2008-2009 cohort of the Women's Executive Leadership program. As a young student working her way through college on the path to becoming a court reporter, she changed direction after falling in love with her work and followed her passion in the food industry.

Over years of working in an industry dominated by male leadership she was skeptical of the WEL program's women-only leadership cohort and was reluctant to share personal goals and future plans at the kickoff retreat. At completion of the WEL modules, Voni was able to confidently share her journey of transformational change into an authentic leadership style that truly "enhanced her signature." Her empowering confidence was attributed to not only the facilitators who led the cohort modules and provided candid coaching, but also to the cohort of exceptionally amazing women she was able to connect with and learn from.

Since completion of the program Voni has served as co-founder and then president of the Women's Business Resource Group at her company where they currently have more than 800 members. She has earned two major national awards in her industry, including a 2013 People's Choice Leadership awarded by her peers. Voni served as 2013 chairman of the board of the International Dairy Deli Bakery Association where she received special recognition in leading the organization's 49th annual seminar and expo. Her speech, "If You Are What You Eat, Be Delicious," earned the highest score for a chairman's speech in the event's history. Voni also made a promise to herself to continue on a path of living well in body and spirit. She started and continues a running program where she has found both renewed energy and confidence as she trains both body and mind.

Voni doesn't just look back fondly at her time with the WEL program: she comes back every year to support and honor the annual cohort members from Giant Eagle.
**Program Instructors**

Our team of instructors include leading professionals and Duquesne University professors with years of experience within their fields who have helped some of the most successful companies in the region, nation and world succeed.

**Program Cost**

Payment of $14,900 is due upon registration. The price includes all program modules and materials, executive coaching sessions, kick-off retreat and meals during the modules. Living and travel expenses are the responsibility of the participant (or her organization).

**Certificate of Completion**

Upon completion of the program, participants will receive a certificate from Duquesne University.

**Registration**

For more information or to register participants from your organization, contact Dawn Baird, Manager of Programs, at bairdd@duq.edu or 412.396.5259 and/or visit www.duq.edu/beard.
About The Beard Institute

The Beard Institute, as a part of the Palumbo-Donahue School of Business at Duquesne University, advances management thought and practice through the integration of three established disciplines: business ethics, sustainability and responsible financial management.

The Beard Institute accomplishes its mission through education and engagement with partners in the corporate, nonprofit and academic communities. By offering innovative education, the Beard Institute seeks new solutions and ways of measuring progress in business today.