Women’s Executive Leadership Program

Take your career to a higher level.

DUQUESNE UNIVERSITY
Palumbo-Donahue School of Business
What’s next for your company and your career?

Become a leader who creates positive change and drives innovation.

The distinctive **Women’s Executive Leadership Program** at the Palumbo-Donahue School of Business empowers business leaders of all genders to make a difference through a distinct developmental experience that improves leadership capacity and fosters the ability to create organizational change. This program is designed for the middle to senior level executives who are on a trajectory of advancement within their organization.

A collaboration between the Business School, executives and professional coaches, the program offers participants and their companies evidence-based leadership development tools. Programming is guided by the latest trends regarding challenges to achieving gender equity in the workplace, and explores the lived experiences of women in business.
What distinguishes the Women’s Executive Leadership Program at Duquesne?

- A **personalized learning approach** with extensive one-on-one executive coaching sessions focusing on a company and participant-identified stretch project
- Our engaging program format includes **in-person and live online sessions**
- A strong focus on strengthening and broadening the leadership talents of participants in ways that deliver **positive results** for their organizations
- Our proven experience and success in the education and development of **inclusive business leaders**

**Value-added benefits for participants:**

- Innovative **one-on-one coaching** with consultants who help you create your own individualized development plan while also addressing a company-specific project
- High-impact learning experiences and stretch assignments will enhance your **strategic, interpersonal and personal skills**—improving your ability to take on the challenges that senior leaders face

**Value-added benefits for organizations:**

- High-performing **executives** who are better prepared to move the company forward
- Improved corporate profitability and **competitive advantage**
- Enhanced ability to attract and retain a **diverse cohort** of leaders who can make a difference
- A stronger culture of **support for career advancement** and succession planning

Our program provides what the most innovative and competitive organizations want when it comes to building their leadership pipeline. Participants network and learn from other high-achieving executives in top companies across a diverse set of industries, including:

- UPMC Health Plan
- GlaxoSmithKline
- Alcoa
- Arconic
- EQT
- Giant Eagle
- Institute for Nuclear Power Operations (INPO)
- MSA Safety
- Westinghouse
- PNC Bank
KICKOFF RETREAT:
STRONG LEADERS, STRONG STORIES
September 13, 14, and 15, 2023
Gain a perspective on how to engage, experience, participate, assimilate and apply the complete spectrum of the program curriculum.

◆ MODULE I: HIGH PERFORMANCE LEADERSHIP
November 9 and 10, 2023
• Develop a customer-focused mindset
• Maximize your team’s potential contribution
• Understand and accept the roles and responsibilities of a leader
• Understand how individual interests, style, needs and stress impact the ability to lead others effectively (results from assessment)

◆ MODULE II: EXECUTIVE PRESENCE AND NEGOTIATION SKILLS
December 7 and 8, 2023
Advance your critical leadership skills to:
• Develop and sustain a positive executive presence
• Build your personal brand
• Develop strategic interpersonal and negotiation savvy
• Muster physical, mental and spiritual energy when you need it most

For more information about the Women’s Executive Leadership Program, visit duq.edu/WEL
Transform Your Career

◆ **MODULE III: MAKING ORGANIZATIONAL DECISIONS AS A LEADER**

**January 11 and 12, 2024**

Better understand the organization by:

- Enhance your ability to make and execute decisions using ethical, action-oriented frameworks
- Build agility into decisions; know when and how to change or adapt
- Understand company financials and how to use that information to make good decisions

◆ **MODULE IV: GETTING RESULTS IN THE ORGANIZATION**

**February 8 and 9, 2024**

- Understand organizational culture and impact on achieving goals
- Examine characteristics of success within the organization
- Evaluate effective communication strategies so stakeholders respect, listen and act

◆ **MODULE V: PLANNING FOR THE FUTURE AND GRADUATION CELEBRATION**

**March 7 and 8, 2024**

- Explore how to anticipate, manage and evaluate change
- Understand the importance of talent management, development, recognition and succession planning to sustain organizational success

Final day: Assimilate, aggregate and synthesize the identity development, skill-building and learning experiences of your executive leadership journey.

- Assess where you began
- Identify what changes and milestones you accomplished
- Document how your leadership style changed
- Describe who you will become
- Develop action steps for continued growth and impact in the workplace

The formal program concludes with the Celebration of Success reception.

For more information about the Women’s Executive Leadership Program, visit duq.edu/WEL
CASE STUDY

Voni Woods, Vice President, Giant Eagle, Inc.

Successful organizations understand the competitive advantage derived from superior talent. Over the past 12 years, Giant Eagle, Pittsburgh’s sixth-largest employer, has demonstrated its commitment to advancing talented business leaders by supporting their attendance at the Duquesne University’s Women’s Executive Leadership Program.

Voni Woods, a 2009 Women’s Executive Leadership Program graduate, is an example of a passionate results-driven leader focused on continual self-improvement. She has taken her career and organization to the next level. Voni is an Experienced Economy Expert (1 of only 264 in the world) and currently serves as Vice President of Prepared Foods at Giant Eagle.

Outside organizations have also recognized Voni’s leadership and contributions with the most recent honors and awards including:

- Northeast US Woman Executive of the Year
- Induction by the Ambassador of France to the United States into the Private Chapter of the International Cheese Guild
- Silver Plate Award Winner recipient as Top Operator at the Food Service “Oscars”
- Inducted into the Food industry Hall of Fame
- Progressive Grocer Top Women in Grocery Sr. Level Executive category

OTHER TESTIMONIALS

Loretta Cunningham, Director, Commercial, Ancillary, Marketplace, UPMC for Kids and Plan Maintenance Enrollment Services

The Women's Executive Leadership program cultivates strong women leaders who want to drive change, growth and innovation for their organizations. “The program challenged me personally to cultivate my brand and to refine strategic leadership. My executive coach encouraged me to have passionate vision and to communicate success. I discovered that my leadership challenges were not unique to me, as my fellow cohorts opened their hearts and shared their courageous stories. My personal journey from a doer to a strategic leader has been cultivated because of my participation in the program.”
Program Instructors
Our team of instructors include leading professionals and passionate Duquesne University faculty members who have helped some of the most successful companies in the region, nation and world succeed.

Program Cost
Payment of $17,500 is due upon registration. The price includes all program modules and materials, executive coaching sessions and accommodations at the kickoff retreat. Travel expenses are the responsibility of the participants or their organization. Breakfast and lunch are provided for all on-site sessions.

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 John E. Gentner, Director, Corporate Relations and Leadership Development at gentnerj@duq.edu or 412.396.1972 and/or visit duq.edu/WEL.
Palumbo-Donahue School of Business

Our programs deliver transformative career impact. We develop leaders with integrity who seize opportunities and embrace change.

Graduate Degree Programs:

- Professional MBA
- MBA Sustainable Business Practices
- Master of Accountancy
- Master of Science and Certificate in Analytics and Information Management
- Master of Science and Certificate in Supply Chain Management
- Certificate in Entrepreneurship
- Certificate in Finance

Our programs are accredited by AACSB International and ranked by U.S. News & World Report and Princeton Review.

Micro-credentials

- Business Essentials
- Business Analytics Fundamentals

Executive Education Programs:

- Women’s Executive Leadership Program
- Emerging Leaders Program
- Certificate in Financial Planning
- Professional Coaching Certificate
- Custom Programs

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