

# Women's Leadership Program

## Spring 2020



### About WTS' Women's Leadership Program

The previous sessions of our chapter's Women's Leadership Program (WLP) have been an enormous success. Because of the overwhelmingly positive feedback, the program has become a regular component of our chapter's professional development offerings.

The WLP will provide a unique opportunity for women in transportation to step into their power, own their strengths, and develop their leadership presence and signature style. Participants will develop strategic thinking about their career paths (values, goals, and mindsets); identify and create the essential ingredients for high-functioning teams; and establish skills for ongoing success, including self-coaching, peer support, and action plans. The program is designed to be a catalyst for leadership training that will be highly regarded within the transportation industry.

### Expected Outcomes

- Develop strategic thinking about your career path: values, goals, clarity
- Challenge your assumptions, negotiate with your mindset, and develop resilience to overcome challenges in the workplace
- Increase your influence by enhancing your interpersonal communication tools, become aware of your impact on others and how to achieve the desired impact

- Step into your power, own your strengths, and develop your leadership presence and signature style
- Identify and create the essential ingredients for high-functioning teams
- Establish the skills for ongoing success: self-coaching, peer support, and action plans
- Create a robust learning community for WTS professional women

### Learning Environment

This program is designed to promote a learning environment through hands-on practice, reflection on experiences, and supportive interpersonal interaction. Participants will receive a combination of whole-group briefs, small-group peer coaching, and reflection and application assignments. This combination will allow participants access to networking, as well as deep individual and large group support.

### Who Should Participate?

WTS members who are looking to advance their careers by learning cutting-edge leadership skills are highly encouraged to participate. The program is designed to reach women with a broad spectrum of experience.



*Advancing Women in Transportation  
San Francisco Bay Area Chapter*

### General Information

Participation in the WLP requires attendance at five full-day workshops on the following days:

- Monday, March 2
- Tuesday, March 3
- Tuesday, April 7
- Thursday, May 14
- Friday, May 15

The cost is \$750.

### Application Process

If you are interested in participating in the program, please apply by submitting a résumé and statement of interest. The statement of interest (500-word maximum) should serve as a demonstration of your potential for leadership growth and development. In addition, please address how your involvement in WTS has been meaningful to you personally and/or professionally.

Please email your application materials and questions to Rachael Keish, [rachael.keish@vta.org](mailto:rachael.keish@vta.org).

Applications are due  
Monday, February 3<sup>rd</sup>.



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### TESTIMONIALS

Participants in the previous sessions found their experience extremely beneficial. Here is a sample of the feedback we received:

*"This course was transformational for many of the participants. It exceeded my expectations. The instructor is insightful and thoroughly versed in the issues facing women in this male-dominated field."*

*"What an amazing program to be a part of!! It examined the experiences that women encounter not only at work, but in life in general. ...Denise created such a safe and supportive space for the participants to look within and find our leadership voices."*

## Denise Rabi

### About the Instructor

The WLP will be led by Denise Rabi who designs and leads executive development programs for Silicon Valley's high tech companies and women's leadership programs at Stanford University's Graduate School of Business.



Denise specializes in designing and leading executive development programs for Fortune 500 companies, non-profits, and startups. She partners with her clients to provide comprehensive leadership assessments and training that set the tone for the culture of the organization. Her clients have included Facebook, eBay, Google, Salesforce, Arup, and Kaiser Permanente.

Denise is known for developing strong women leaders. She initiated the Women's Leadership courses for the Stanford Continuing Studies Program: *Women Leaders: Mastering Influence, Authenticity, and Power*, and *Women Leaders: Mastering Organizational Strategy*. Denise facilitates the Women in Management program and is an Executive Coach for the Executive Education programs at the Stanford Graduate School of Business. She is also on the Leadership Board for the Stanford Women's Alumnae Program.

Denise brings a depth of knowledge and experience on gender and diversity issues to her work of developing authentic leaders and creating strong contributing teams. Denise received her BA from Smith College, and her MBA from Stanford.

### Frequently Asked Questions

The FAQ and application for the program can be found on the following pages.

# Women's Leadership Program

## Frequently Asked Questions

### How can this program help me?

The Women's Leadership Program provides a unique opportunity for women in transportation to step into their power, their strengths, and develop their leadership presence and signature style. Participants will develop strategic thinking about their career paths; identify and create the ingredients for high functioning teams; establish skills for ongoing success, and create their Leadership Action Plans.

### Why did WTS create the leadership program?

The San Francisco Bay Area Chapter recognized a need for a leadership program that was unlike any other. The program is designed and taught by Denise Rabius from Stanford University's Graduate School of Business, who collaborated with WTS to create this program.

### What is the time commitment of the Women's Leadership Program?

Participants attend five in-person sessions over the course of the program. During that time, participants will also:

- Work within peer coaching groups and have assignments between workshops; and
- Each Peer Group will participate in two Faculty conference call sessions

### Do I have to attend all five sessions?

Yes, attendance is required for all five days to ensure the success of the program. Include in your statement of interest that you are committed to attending all day for all five days.

### What will the course cover?

An overview of the five sessions is as follows:

#### SESSION 1

- Values-based Leadership
- Cultivate Empowering Mindsets
- Creating Resilience

#### SESSION 2

- Emotional Intelligence
- Effective Communication
- Peer Coaching

#### SESSION 3

- Stepping into Your Personal Power
- Developing High-Performance Teams
- Roles and Team Development Stages
- Networking

#### SESSION 4

- Giving Voice to Your Value (Self-Promotion)
- Acting with Power and Stepping into Your Personal Power
- Leadership Presence

#### SESSION 5 (FINAL)

- Takeaways – Developing Your Leadership Action Plan (for the next 100 days)
- Establish Peer Coaching for Action Plan
- Guest Speakers' Panel (lunchtime discussion and exercises)
- Awards Ceremony and Closing Reception

### What is the cost?

The cost of the program for each participant is \$750 and is due on or before the first class.

### Will meals be provided?

Breakfast will be served at the kick-off event (first session). Lunch will be provided at all five sessions.

### Is financial aid available?

Financial aid is not available through WTS, but most employers provide tuition reimbursement. Talk with your employers to see if this leadership program is eligible for reimbursement.

### How do I apply?

To apply complete the application form with a statement of interest and a resume. Your statement of interest should demonstrate your potential for leadership growth and development; as well as, how your involvement in WTS has been meaningful to you personally and/or professionally.



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## Application for Women's Leadership Program – Spring 2020

Please download this application, complete it, and submit it to Rachael Keish (Rachael.keish@vta.org) by Monday, February 3<sup>rd</sup>.

Name: \_\_\_\_\_

Title/Position: \_\_\_\_\_

Employer: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_

Mobile phone: \_\_\_\_\_

### **Please initial to indicate your agreement to the items below.**

**Initials**

I agree to attend all five days of the Women's Leadership Program. This will help me and my classmates to fully benefit from the program.

\_\_\_\_\_

Upon being accepted into the Women's Leadership Program, I agree to pay the required tuition of \$750 and the WTS annual membership fee by the first day of class.

\_\_\_\_\_

### **Statement of interest**

Please tell us why you are interested in participating in the Women's Leadership Program (maximum 500 words). In your statement of interest, please include the following: (1) a demonstration of your potential for leadership growth and development; and (2) how your involvement in WTS has been meaningful to you personally and/or professionally.

