

Women's Leadership Summit

Firm Performance through Talent Sponsorship

Research shows that firms with higher percentages of female top executives hold a significant performance advantage over their predominately male-led counterparts. What prevents firms from profiting from women's leadership is not a lack of appreciation of gender equity or fewer female affinity groups, but rather a lack of understanding on how to sponsor and develop women leaders.

In this interactive summit, we will review the latest research and shatter some of the myths surrounding the "glass ceiling." We will also provide guidelines and recommendations on specific actions both men and women can take to increase the number and impact of women leaders thereby increasing firm capability and competitiveness in the marketplace.

In this program, participants will

- Review current research on the distinct competitive advantage women offer as leaders
- Learn why sponsorship of women matters and what typically prevents it from occurring
- Learn how to give and receive the constructive feedback necessary to grow female talent
- Understand why "leadership gravitas" in today's corporate environment matters to women
- Create a personal action plan to advance the sponsorship of women leaders

Facilitator: Adam Vane is a consultant and executive coach with over 15 years' experience helping leaders and leadership teams improve their personal and organizational performance. He is currently an adjunct faculty member at NYU and a mentor coach for the Columbia Coaching Certification Program. His programs have been featured by the NYC Bar Association and the Association for Continuing Legal Education.

Facilitator: Stacey Radin has over 15 years' experience developing powerful leaders in both the private and public sectors. Her research on women and power, combined with her extensive experience developing executive women, has led to the formulation of a model of power that she uses to create sustainable initiatives and programming to advance gender intelligence within organizations.

Testimonial: "Adam facilitated an interactive workshop for our Annual Retreat. Attending the session were 72 of our top consultants, executives, and staff, many holding doctorates in the fields of clinical and organizational psychology. Adam's ability to create an atmosphere of trust and openness for this highly experienced mostly female audience was quite extraordinary. Important issues were discussed in a way that created new options for communication throughout the entire organization, leading to greater buy-in on our overall strategic objectives. I can strongly recommend Adam as both an interactive keynote speaker and high level facilitator of communication for any team wishing to discuss real issues."

**Ilene H Lang, President
Catalyst**