Multicultural Women
Executive
Leadership Virtual
Program

The program is now being offered GLOBALLY.

Dr. Yasmin Davidds, CEO and Founder
Dr. Yasmin Davidds Leadership Institute
& Multicultural Women Executive Leadership Foundation

Organizational Partners

www.dryasminstitute.com
Research around the world has found that diversity and inclusion benefit individuals, organizations, teams, and society. Multicultural women are the fastest-growing group in the U.S. workforce but remain one of the least represented in top decision-making positions at Fortune 500 companies. This poses a fundamental problem for corporations seeking to serve the global marketplace.

As companies focus their strategies on developed and emerging markets, they require substantial cadres of leaders capable of effectively operating anywhere in the world. Multicultural women leaders must be able to articulate a globally encompassing vision that inspires others to work together in a gender-inclusive culture and maximize a triple bottom line: organizational profit, individual fulfillment, and societal enrichment. We offer that first steppingstone.

The Dr. Yasmin Davidds Leadership Institute has a long-standing commitment to promoting a diverse and inclusive culture through our programs and their impact. We are committed to our students and how their values intersect with their commitment to excellence and their ever-evolving leadership journey which impacts their personal and professional bottom line.

"We believe that the recent world events serve as reminders that the intolerance of diversity persists within the fabric of our society and it's being brought to the surface for us to address and heal. Diversity and Inclusion are one of our leading values and we strive to explore and strengthen these common values across our programs, fellows, and community. We consider ourselves fortunate to have a curriculum that explores these themes by the first-class faculty and among professional extraordinary women of every culture."

Dr. Yasmin Davidds,
CEO & Founder of the Dr. Yasmin Davidds Leadership Institute and Multicultural Women Executive Leadership Foundation.
The Multicultural Women Executive Leadership Program

The Multicultural Women Executive Leadership Program is an intensive, innovative 6-month immersion program that embraces the principles used in Harvard University’s groundbreaking Authentic Leadership program. The program will:

- Fill the "development pipeline" with highly talented and capable multicultural women corporate leaders to executive C-Suites at Fortune 500 Companies.
- Arm high-performing participants with the knowledge, skills and tools to accelerate their development into the executive ranks for increasing optimal business performance.
- Provide culturally relevant strategies that allow multicultural program participants to step into higher leadership roles and promote the value of a multicultural influence.
- Promote multicultural women leaders as influential change agents who can align an organization’s business initiatives with social responsibility.

Modeled after the highly successful Latina Global Executive Leadership Program, the Multicultural Women Executive Leadership Program is the first of its kind with the goal of addressing the sociocultural realities of today’s emerging women leaders.

This curriculum, based on state-of-the-art research, is taught by University of Southern California (USC) faculty scholars and real-world practitioners with global insights to relevant experiences professional multicultural women leaders face in the workplace.

This program is one kind of, bringing executive women together from every culture and background to learn together and from each other what it means to be a leader in today’s world.

Who should attend?

The program is designed for high potential mid to senior level women in management positions, period. Women outside of the United States are encouraged to apply.

What is the purpose of this program?

The purpose of the Multicultural Women Executive Leadership Program is to enable participants to develop as leaders of organizations and to embark on paths of personal leadership development.

Leaders traverse through the landscape of "authenticity" and culminate in a profoundly personal exploration of each leader’s unique leadership story as it correlates to their personal life crucibles.

Leaders experience a methodical learning expedition examining why leaders lose their way, discovering how to avoid derailment and gleaning leadership principles and morality. Leaders are coached through an experiential journey through self-assessments, lectures, real-life case, studies, and hands-on learning exercises. Participants will learn their unique leadership purpose, both personally and professionally, by framing their life crucibles and personal experiences.

Leadership development concepts used in this program will be immediately utilized and applicable for the rest of their lives.

Engaging Virtual Learning

When you take part in our virtual programs, you benefit from a powerful learning experience designed with your virtual learning in mind. You will participate in live engaging synchronous program sessions. You will interact directly with our faculty, leadership, and Dr. Davidds to learn from their experience, gain actionable takeaways, and promote your growth. Additionally, you will partake in virtual discussion groups that connect you to a global group of exceptional women and build your network.
PROGRAM OBJECTIVES

- To enable professional women to understand their leadership journeys by reflecting upon and framing their life stories and experiences.
- To participate fully in open, intimate small-group discussions about the reflective exercises they have completed on their own.
- To explore how to build support teams and lead an integrated life.
- To create Personal Leadership Development Plans to guide them throughout their lives.
- To gain clarity about their leadership principles, values, and ethical boundaries, and how they will respond under pressure when challenged.
- To understand what is motivating them, both extrinsically and intrinsically, and to find leadership paths that will enable them to utilize their motivated capabilities.
- To understand the purpose of their leadership and empower other leaders, while they are optimizing their leadership effectiveness.

INTELLECTUAL PREMISE AND COURSE CONCEPTS

Leaders who are self-aware and consciously develop their leadership abilities throughout their lifetimes will be more effective and successful, and lead more satisfying and fulfilling lives. The program will provide participants with ideas, techniques, and tools to assist in their leadership development journeys by exploring concepts such as lifelong leadership development, leadership crucibles, discovering your authentic self, determining your principles, values, and ethical boundaries, leadership style and power, integrated leadership, and purpose-driven leadership.

LEADERSHIP DISCUSSION TEAMS (LDT)

Each class participant will be assigned to a leadership discussion team with 4 to 5 other women. The discussion teams will meet weekly via video conference calls to review the assignments for the week. These teams enable participants to discuss personal materials in a more intimate group setting and to encourage a higher level of openness and reflection than may be possible in a classroom setting. LDTs will be facilitated by a member of the team, who will be assigned in advance. Each participant will have the opportunity to facilitate during the program.

PROGRAM COMPONENTS

- Assessments
  - Women in Leadership 360-Assessment™
  - Stakeholder Centered Coaching
  - Monthly Team Leader Assessment
  - Monthly Team Member Assessment
  - Team Alumni Coach
- 3-Days Intensive Leadership Session
- Monthly Weekend (2 days) virtual Leadership Session
- Networking Sessions
- Weekly Team Video Conference Calls
- Corporate Executive Guest Speakers
- Fostering Innovation
- Influential Leadership
- Cultivating an Agile Team
- Operating with a Global Perspective
- Effective Negotiating
- Accelerating Business Decisions
- Enhancing Business Results
- Leading Beyond Conflict
- Networking for Greater Collaboration
- Cultivating Winning Partnerships
- Conscious and Unconscious Bias
- Organizational Change
- Diversity and Inclusion
- Critical Theory
- Strategy
MEASURED RESULTS

Steps to measure results of leadership development program:

1. **Women in Leadership 360-Assessment™**
   - Participants take the pre-program Women in Leadership 360-Assessment™ to benchmark 6 competencies critical to career advancement. 360-Assessment data is collected prior to beginning the program to establish a baseline.

2. **Stakeholder Centered Coaching**
   - In consultation with their certified coach, participants select 1–2 leadership growth areas based on the multi-rater Women in Leadership 360-Assessment™ results that identified their leadership strengths and bottlenecks.
   - Stakeholders provide participants with a few practical suggestions that relate to the selected leadership growth areas.
   - Stakeholders’ suggestions and areas for skill development are incorporated into a 6-month action plan that participants commit to implementing during the program.
   - Participants change behaviors and perceptions through execution on the job.

3. **Leadership growth will be measured**
   - Pre-program and post-program via online surveys and is based on changes in stakeholders’ perceptions.

4. **Post-Assessment Impact Report**
   - Data is collected post-program and is compared to pre-program data. Behavior change is measured and summarized into a report.

PROGRAM TOPICS

(partial list cont'd)

- Communicating for Leadership Success
- Cultivating a Culture of Trust
- Coaching Difficult People
- Delegating with Purpose
- Valuing Differences
- Building Social Capital
- Driving Change
- Maximizing Your Leadership Potential
- Emotional Intelligence
- Leading High-Performance Teams
- Transformational Leadership
Prior to the start of the program, each participant takes the Women in Leadership 360-Assessment™ which has been researched, developed and validated based on the Linkage Women in Leadership Model™. The assessment identifies the competencies critical to being recognized as a high-potential and/or high impact leader. Based on research and interviews with successful women leaders, the assessment identifies the positive patterns of behavior that differentiate the women that achieve this level of leadership success from those who do not. The summary report includes quantitative and qualitative feedback from their boss/manager, direct reports, peers and others as well as questions to accelerate development.

11,000 business leaders on 4 continents concluded that 95% of leaders using the Stakeholder Centered Coaching process measurably improved their leadership effectiveness. The Stakeholder Centered Coaching process is designed for successful executives and high potentials:

- It utilizes the psychology of successful people leveraging their high need for self-determination and learning agility.
- It moves rapidly from awareness to acceptance to action, focusing on leadership behaviors that drive change.
- It provides a powerful process for building a leadership brand.