



PROGRAM OBJECTIVES

THE ART OF WOMEN'S LEADERSHIP

Welcome to The Art of Women's Leadership program, where we embark on a transformative journey to cultivate exemplary leadership skills for achieving exceptional results. Through a blend of instruction, practice exercises, group coaching, and self-study, participants will delve into these modules.

COMPETENCY CROSSWALK AND PROGRAM OBJECTIVES

OVERVIEW

This document aligns the nine core competencies with the program modules, detailed objectives, and key leadership behaviors.

CROSSWALK GRID

Core Competency	Program Module Alignment	Key Behaviors
Leadership Mindset for High Performance	Leadership Mindset for High Performance; Building Influence and Resilience	Make steady decisions; Reduce second-guessing; Hold presence; Stay grounded under pressure
Systems Dynamics & Interconnections	Systems Dynamics and Interconnections; High Performance Culture	Understand system impacts; Recognize patterns; Lead based on context; Shape stable performance norms
Authentic Leadership: Identity & Values	Authentic Leadership: Identity and Values; Empowering Yourself and Others	Define leadership identity; Align choices with values; Hold authority without shrinking
Inclusive Communication & Behaviors	Creating Inclusive, Safe Spaces; Navigating Difficult Conversations	Communicate to increase contribution; Maintain clarity and respect; Support accountability



Building High-Trust Teams	Creating Inclusive, Safe Spaces; Empowering Yourself and Others	Build trust through consistency; Delegate effectively; Support others' growth
Overcoming Limitations & Barriers	Overcoming Limitations and Barriers; Leadership Mindset for High Performance	Identify internal and external barriers; Interrupt overworking and self-doubt; Establish stable leadership habits
Navigating Difficult Conversations	Navigating Difficult Conversations	Hold direct expectation discussions; Stay steady in conflict; Protect boundaries while connected
Building Influence & Resilience	Building Influence and Resilience; Leadership Mindset for High Performance	Influence without overexplaining; Stay clear under pressure; Recover quickly from setbacks
High Performance Culture	High Performance Culture; Systems Dynamics and Interconnections	Shape habits that reinforce performance; Model accountability and trust; Ensure diverse voices inform decisions

DETAILED PROGRAM OBJECTIVES

1. LEADERSHIP MINDSET FOR HIGH PERFORMANCE

- Name the mindset shifts needed to lead with clarity and self-trust.
- Make decisions without excess second-guessing or rework.
- Hold presence in rooms where power or pace feels uneven.
- Stay grounded during pressure and visibility moments.

2. SYSTEMS DYNAMICS AND INTERCONNECTIONS

- See how structures, incentives, and norms shape behavior.
- Recognize patterns that drive team performance and communication.
- Adjust leadership approach based on context instead of reaction.
- Shape norms that support consistent goals and outcomes.



3. AUTHENTIC LEADERSHIP: IDENTITY AND VALUES

- Define your leadership identity in practical, embodied terms.
- Show up without minimizing strengths or achievements.
- Align choices and communication with values.

4. CREATING INCLUSIVE, SAFE SPACES

- Build trust through clarity, consistency, and follow-through.
- Use communication that reduces defensiveness and increases contribution.
- Model psychological safety in real moments.

5. EMPOWERING YOURSELF AND OTHERS

- Delegate without taking work back or over-functioning.
- Support others' development with clarity and feedback.
- Hold authority without shrinking, smoothing, or pleasing.

6. OVERCOMING LIMITATIONS AND BARRIERS

- Identify internal and systemic barriers to influence.
- Interrupt patterns such as overwork, apology, overexplaining.
- Replace compensating habits with stable, repeatable leadership behaviors.

7. NAVIGATING DIFFICULT CONVERSATIONS

- Hold direct conversations about performance and expectations.
- Respond to conflict without avoiding or escalating.
- Protect your boundaries while staying connected.

8. BUILDING INFLUENCE AND RESILIENCE

- Influence decisions without over-preparing or justifying.
- Maintain clarity and steadiness under pressure.
- Recover quickly from setbacks.



9. HIGH PERFORMANCE CULTURE

- Model leadership that supports trust and results.
- Shape routines that make performance consistent.
- Ensure diverse perspectives inform decisions.

CORE OBJECTIVES FOR ROI TRACKING

1. Communicates with clarity and intention in meetings and written communication.
2. Makes decisions with steadiness and follow-through, reducing rework and overthinking.
3. Identifies power dynamics and adapts strategy to move discussions forward.
4. Builds trust and psychological safety through consistent behavior and follow-through.
5. Holds direct and respectful conversations about expectations, feedback, and conflict.
6. Sets and protects boundaries that support workload balance and credibility.
7. Interrupts self-doubt patterns by naming them and choosing new responses in real time.
8. Delegates and develops others with clear expectations and supportive follow-up.
9. Influences decisions and outcomes without overexplaining or over-preparing.
10. Shapes team habits that support a culture of performance and inclusion.