



# THE WOMEN'S LEADERSHIP INTENSIVE

www.womensleadershipintensive.ca

## INVEST IN YOUR TOP TALENT WITH WLI

Invite WLI to the table as your professional development partner. The benefits of women in leadership are well-researched, and the business case is clear - when women have equal opportunity to lead, organizations benefit substantially on many metrics.

Identifying high potential women leaders and investing in specialized learning and development is critical to retention and acquisition of top talent. It also demonstrates an organization's commitment to strategic diversity, equity and inclusion initiatives. Historically, leadership development programs have catered to a general audience, which hasn't met the needs or considered the unique experiences of women in the workplace. The Women's Leadership Intensive (WLI) is a leadership journey created by women leaders, for women leaders.

### WHY IS THIS IMPORTANT?

Statistically, women comprise only 23% of executive roles globally and 30.9% hold senior positions in Canada alone. This percentage drops significantly when taking into consideration diversity among women. Women of colour, women with Indigenous heritage and women with disabilities represent approx 6% of mid-level leadership positions and approx 1% of executive roles.

**WLI is on a mission to advance Women in Leadership, and invite your organization to leverage our programming as part of your corporate strategy.**



### AT A GLANCE

#### Organizational Challenges:

- Develop specialized leadership training for women
- Retention and acquisition of top female talent in a competitive labour market
- Reduced productivity due to lack of engagement and development

#### Benefits for Your Organization:

- Improved organizational culture
- Reinforced commitment to DEI
- Better acquisition and retention of women
- Contributes to organization's total compensation package
- Increased overall performance



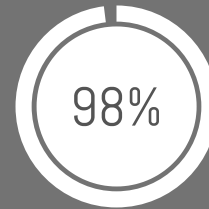
"I made some very bold choices through the support of this program. It's changed my life. I'm happier, I'm healthier, and I have a balance that I never had accomplished prior to this program."

**Jessica**

Director of Operations



We are well aligned with an organizational network of traditionally male dominated industries such as: Mining, Pharmaceuticals, Transportation and Logistics. These companies have been addressing under-representation of women in leadership through our programming in favour of internal L&D programs because it saves them the time and effort required to develop expertise in topics like gender equity, women in the workplace, and women's leadership. WLI does the ongoing research and program development required to keep these programs current, relevant and truly transformational.



98% of WLI participants felt they were better equipped to promote diversity, equity and inclusion in the workplace

## THE CASE FOR LEADERSHIP DEVELOPMENT BY WOMEN, FOR WOMEN



### SARAH, P.ENG, MINING ENGINEER

Sarah is an engineer working for a mid-tier Canadian mining company. She is part of the approximately 15% of women in the mining workforce globally. Sarah has taken a bold step to apply her technical skills in a very male dominated field.

Her employer recognized that Sarah was in a potential position to feel isolated and or unheard as a minority amongst a predominantly male peer group. The company saw the opportunity to support Sarah through WLI, so she could develop her leadership network, gain confidence and credibility in leading a team of men and create broader influence for the organization. This has resulted in the Mining Company's ability to demonstrate opportunities and succession planning for women in order to attract and retain more women in their labour force.

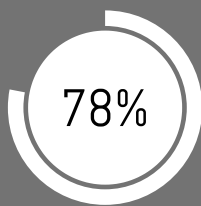
Investing in Sarah's professional development has shown stakeholders and shareholders that they are moving in the right direction with concrete actions and strategies to engage, develop and promote their women. Most importantly, it has deepened Sarah's commitment to her role, and to the organization. An additional benefit for the company is that Sarah has learned how to coach, mentor and sponsor other women coming up, and now she's part of a broader solution to create an inclusive culture for women in mining.

## FARIDA, PHARMACEUTICAL NATIONAL SALES MANAGER

Farida is a national sales manager for a pharmaceutical company. She was a candidate for four roles before making her decision to join her present organization. A recent graduate and mother of one, Farida considered her potential employer through an ambitious, but work-life balanced lens. Her ideal corporate culture was weighted heavily on development opportunities and financial incentives to level-up her leadership. Her goal: advance her career in an impactful and values-driven way.

Farida decided to accept an offer from ACME PHARMA because of their corporate responsibility report and their total compensation package, which included the company's commitment to DEI and investing in specialized learning and development for women in their workforce. Part of that commitment included participation in the WLI year-long leadership development intensive for women in leadership at the organization. Several women leaders attend the program each year, and the impact they have on organizational culture and performance has made a difference across every function in the company.

The result? Farida is fully engaged in her role and in the organization. The skills she's learned at WLI have helped her influence her organization through a style of leadership that is less about command and control, and more about values, coaching and engagement. Her team is one of the most high performing in the company.



78 % of WLI participants felt that WLI helped them build their self-confidence as a leader.

## REMOVING BARRIERS

Now is the time to add WLI programs to your organization's learning and development portfolio. Your organization's sponsorship of this program will remove financial barriers for your identified high performing individuals, increase their total compensation package and demonstrate your investment in their professional development, engagement and retention. It will also reinforce your organization's commitment to Diversity Equity and Inclusion in the workplace.



## YEAR-LONG LEADERSHIP INTENSIVE PROGRAM

Our 12-Month Women's Leadership Intensive is an immersive enrichment program where women leaders can create a powerful network, develop their leadership and unpack the ideas and experiences they have at work and in life, make sense of them, develop strategies and actions, and move forward with support, coaching and mentoring.

### PROGRAM OVERVIEW

WLI delivers programming at the intersection of leadership skills development (leading change, managing conflict / difficult conversations, leading teams, developing influence and presence, leading with values, leading DEI & sustainability, developing people, etc.) and the more personal development now recognized as critical for effective leaders (EQ, confidence, personal integrity, systems thinking etc.) For more information, please visit our [website](#).



### FLAGSHIP PROGRAM: YEAR-LONG LEADERSHIP DEVELOPMENT

**Retreat Dates: March 19-21, June 18-20 and October 1-3**

#### **Full-year leadership development program INCLUDES:**

- ✓ Three powerful retreats in Muskoka, ON (Wednesday-Friday)
- ✓ Accommodation and all meals.
- ✓ EQI Leadership Assessment with targeted coaching + development planning.
- ✓ Professional one-on-one coaching throughout the year.
- ✓ Monthly online learning sessions, with access to our faculty of women's leadership experts.
- ✓ WLI community support.
- ✓ Working Genius Assessment and debrief.
- ✓ Materials, tools, resources, templates, and experiences that participants carry into their careers
- ✓ Action planning to support the achievement of professional objectives
- ✓ A powerful network of women leaders to rely on during and after the program
- ✓ Ongoing alumni access to the WLI community and events

**INVESTMENT: \$12,995 + TAX**

## OUTCOMES

Credentials/Educational  
Credits: 23.5 ICF Continuing  
Coach Education Units



"I felt like I needed help managing my team. I was running on intuition, and it was no longer good enough. I have developed new and better skills that really helped me. I now have a full toolkit of leadership tools."

**Anvi**  
Legal Director

## OUR RECENT ALUMNI SURVEY HAS DEMONSTRATED THAT BY COMPLETING THE WLI PROGRAM:

**98%**

98% of participants felt they were better equipped to promote diversity, equity and inclusion in the workplace

**70%**

70% of participants felt they were better able to advocate for themselves and others more effectively

**64%**

64% of participants reported that their performance and/or team performance improved

**37%**

37% of participants were able to quantify that participation in the program led to revenue growth and/or client acquisition

**78%**

78% of participants felt that WLI helped them build their self-confidence as a leader

**32%**

32% of participants felt that they gained a better understanding of their purpose, and this helped them operate from a place of empowerment





## BELINDA CLEMMENSEN

B.SC., M.ED., PCC

**LEADERSHIP DEVELOPMENT PROFESSIONAL | FOUNDER OF WOMEN'S LEADERSHIP INTENSIVE (WLI) | CO-FOUNDER OF LEADER COACH INTENSIVE | AUTHOR**

With a passion for empowering women and driving positive change, I am a seasoned leadership development professional dedicated to nurturing exceptional leaders. As the founder of Women's Leadership Intensive (WLI), my mission is to inspire, empower, and equip women to lead the change our world needs. With over 25 years of experience, I have helped leaders tap into their potential, embrace their authentic selves, and make meaningful contributions to organizations and communities. I am also proud to co-found the Leader Coach Intensive, a program focused on developing world-class coaches who will shape the future of leadership. Through my work, I am committed to fostering gender equality and creating a brighter future where diversity and equity in leadership are celebrated.

### SOME OF THE ORGANIZATIONS WE'VE WORKED WITH



**WE WOULD BE HAPPY TO SET UP A TIME TO DISCUSS HOW WLI CAN CONTRIBUTE TO YOUR OVERALL GENDER EQUITY STRATEGY.**

**BOOK CALL**

*Belinda Clemmensen*

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