FALL 2021

STRATEGIES FOR SUCCESS

A VIRTUAL PROGRAM FOR COMPANIES LOOKING TO DEVELOP HIGH IMPACT WOMEN LEADERS

THE COMMONWEALTH INSTITUTE
ADVANCING WOMEN BUSINESS LEADERS
SESSION DETAILS

DATES
September 23, 8:30am - 3:00pm
October 4, 8:30am - 3:00pm
October 20, 9:30am - 12:30pm
November 1, 8:30am - 3:00pm
November 10, 9:30am – 12:30pm
November 15, 8:30am - 4:00pm

LOCATION  
Virtual

FEE SCHEDULE
$3,000 per participant
$500 discount for TCI member
companies, or groups of four or more

CONTACT
Jacqui Kiviat, Executive Director - TCI FL
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WHY STRATEGIES FOR SUCCESS

*Strategies for Success* is a well-known and highly rated leadership development program for women. A proven impactful and effective complement to internal training and development efforts, *Strategies for Success* is designed to assist corporations and nonprofit organizations to enhance the skills of their high-potential women leaders, equipping them with the tools they need to become successful leaders.

**STRATEGIES FOR SUCCESS PARTICIPANTS WILL GAIN:**

- Greater self awareness and a stronger sense of accountability
- Increased capacity to take on additional responsibility
- Strategies to best emerge as a leader in a virtual environment
- Knowledge of how to build networks to further business objectives
- Understanding of how to build and manage inclusive teams
- The tools necessary to navigate complex environments
- A personal senior executive mentor
- A peer mentor group to collaborate and reflect with

**PARTICIPATING COMPANIES HAVE INCLUDED:**

- Accenture
- Amazon
- American Tower
- AT&T
- Bacardi
- BNY Mellon
- Health City Year
- Carnival Cruise Line
- Comcast
- Constant Contact Copyright
- Clearance Center
- DentaQuest
- edx
- ezCater
- Fidelity
- Forrester Research
- HubSpot
- iRobot
- John Hancock
- Kaufman Rossin
- Locke Lord LLP Mass
- General Brigham
- Microsoft
- Morgan Stanley
- National Grid
- NetScout
- Oracle
- PwC
- RSM
- Ryder System
- HubSpot
- iRobot
- Forrester Research
- HubSpot
- iRobot
- John Hancock
- Kaufman Rossin
- Locke Lord LLP Mass
- General Brigham
- Microsoft
- Morgan Stanley
- National Grid
- NetScout
- Oracle
- PwC
- RSM
- Ryder System
- Shopify
- Spirit
- TripAdvisor
- Starwood Property Trust
- Welch’s

“The individuals in my cohort formed a comradery and cohesiveness through our shared experience at this historic place in time. The virtual platform allowed us to convene more often, have dynamic breakout groups, and speak more candidly than would have been possible in person. Several members of my cohort will remain part of my ‘personal board of advisors,’ a testament to the strength of the program and caliber of the participants.”
PROGRAM OVERVIEW

STRATEGIES FOR SUCCESS:
A PROGRAM FOR HIGH POTENTIAL WOMEN

Since its inception in 1997, The Commonwealth Institute (TCI) has dedicated itself to helping professional women realize their leadership potential. We serve a diverse group of CEO’s, entrepreneurs and corporate and nonprofit executives and emerging leaders representing a wide range of industries, both large and small. Our collaborative and unique programs and events are varied and are always focused on helping participants develop personally and professionally.

Strategies for Success is TCI’s most well-known leadership development program. It is designed to assist corporations to enhance the skills of their high-potential women leaders, helping them acquire the tools they need to become successful senior executives.

PARTICIPATING COMPANIES SHARE PERSPECTIVES ON INDIVIDUAL SUCCESSES

“Over the past year I have seen Ellen grow professionally in her approach to managing complex problems and coaching individual employees. The confidence she has gained in dealing with leaders at all levels of our organization is very visible.

Boston-Area Medical Group”

“Sue has adopted a more structured management approach that allows for more strategic input, and her contributions are more aligned to the overall company mission.

Global Telecommunications Corporation”

“Kelly has taken on leadership of a new program and is doing a fantastic job. I believe participation in your program directly led to her improved judgment and ability to step up and lead a new team.

Technology Start-Up”
PROGRAM VALUE & KEY DIFFERENTIATORS

STRUCTURED FOR MAXIMUM EFFECTIVENESS

Each participant attends four virtual sessions over a three month period. This format is easily accessible for participants, minimizes disruption to companies, and allows each participant to test on the job the critical insights they have learned before returning to the next session.

ONE-ON-ONE & GROUP MENTORSHIP

A personal mentor with years of executive experience is assigned to each participant, who guides them through business challenges and coaches them in creating their professional development plan. In addition, participants are given an opportunity to build mentoring relationships with their assigned peer mentor groups through programming and extracurricular sessions.

REAL-TIME, REAL-WORLD SITUATIONS

Each participant spends time solving actual business challenges by working with peers, assessing options, weighing alternatives and agreeing upon solutions. By honing their collaborative and leadership skills, they leave the program with greater self-awareness, increased proficiency and a stronger sense of accountability.

ACTION PLAN FOR SUCCESS

Graduates of Strategies for Success will leave with an individual development plan created with their supervisor’s input, directly in line with their company’s business objectives.
PROGRAM SCHEDULE

DAY 1 — THINK LIKE A LEADER — SEPTEMBER 23
Day 1 kicks off with a discussion of why leadership matters, and the purpose and key characteristics of leaders and managers. Participants have the opportunity to discuss their company’s strategy and business priorities, and reflect on where they are aligned. In this session, participants develop a plan to have a larger impact in their organizations. During Day 1, peer mentor group assignments are made, and the session closes with an interactive panel discussion with Florida-area leaders.

DAY 2 — SELF AWARENESS & EMOTIONAL INTELLIGENCE — OCTOBER 4
During this session, the group explores and discusses the concept of Emotional Intelligence and the impact it can have on their personal leadership effectiveness. Participants receive and review individual EQ360 reports based on feedback compiled prior to the program. They also learn how to interpret the feedback and incorporate it into their personal development plan.

WORKSHOP - RACIAL EQUITY PART I — OCTOBER 20
In the first Racial Equity workshop, the group is introduced to shared frameworks and definitions to help build connection and trust to examine the role that leadership plays in racial equity and justice.

DAY 3 — COMMUNICATION & FEEDBACK — NOVEMBER 1
This session focuses on four leadership fundamentals - communicating, influencing, delegating, and managing up - and the practical application of these techniques in the workplace. Participants are paired with peers to practice these fundamentals in a safe, supportive virtual environment, and they leave this session with insights into how to inspire and lead others.

WORKSHOP — RACIAL EQUITY PART II — NOVEMBER 10
In the second Racial Equity workshop, the group focuses on intersectionality and microaggressions. The leaders meet in affinity groups and peer mentor groups to explore resources for helping to transform institutions.

DAY 4 — EXECUTIVE PRESENCE — NOVEMBER 15
The final day covers the importance of personal brand, presence, and effective communication as key leadership characteristics. Participants find their authentic voice and are tasked with formally communicating their company’s mission and vision in a small-group virtual setting.
PROGRAM FACILITATORS

JACQUI KIVIAT
Jacqui joined TCI as Executive Director – Florida with more than 30 years of extensive experience in the corporate, association management, and professional services arenas. She has specific expertise and success in marketing strategy and planning, marketplace positioning, business development management and programs, and brand development management.

DR. SHANEQUA FLEMING
Shanequa is the Founder and CEO of Culture Accelerators, a consulting firm known for helping the world’s most essential industries solve seemingly impossible culture challenges—Digital Disruption | Driving Growth | Diversity, Equity & Inclusion | Disengagement | Disconnects with Stakeholders. As a culture and leadership maven and former chief learning officer, she developed a proprietary framework that accelerates the path to results and greater impact, focusing on resource optimization, organizational design, leadership pipeline, workforce reskilling and human resilience. Shanequa Fleming is a fire brand in the area of Big Emotion and its role in building leadership capacity, capabilities and resilience to transform organizational culture at record speed.

SUSAN HODGKINSON
Susan is Principal of The Personal Brand Company, which she founded in 1994. She is a leadership development expert, award-winning executive coach, and professional speaker. Her expertise in personal brand management is built upon her success as a marketing and public relations professional working inside organizations in healthcare, financial services, and state government.

ALESIA LATSON
Alesia has worked with hundreds of leaders at all levels to expand their management and leadership effectiveness, by supporting them in creating work relationships and environments that enhance employee development and the achievement of business goals.

PAM REEVE
Pam was the CEO of Lightbridge, Inc. from 1993-2004, having joined the founding group as President & COO in 1989, taking the company public in 1996. Prior to joining Lightbridge, Reeve spent eleven years at the Boston Consulting Group. She sits on numerous corporate boards including American Tower, DentaQuest, Sonus and Frontier Communications Corporation, and several nonprofit boards including her position as Chair of The Commonwealth Institute.

GISELE SIMMONS
Gisele specializes in executive coaching, leadership skills training, consultative selling and strategic meeting facilitation. She leverages over 25 years of experience in marketing and strategic planning to develop, sell and deliver communication skills programs to professionals around the world. During her tenure with Exec-Comm, she has trained approximately 10,000 business professionals in one-on-one personal development and group seminar settings.
ABOUT THE COMMONWEALTH INSTITUTE (TCI)

TCI helps women business leaders become and remain successful.

The Commonwealth Institute (TCI) is a nonprofit organization devoted to advancing businesswomen in leadership positions in Florida and Massachusetts. We are ambitious, success-oriented women committed to growing our respective organizations and to supporting each other as we accomplish our individual goals.

Our membership includes CEO’s, senior corporate executives, entrepreneurs, executive directors of nonprofits and solo professionals who are committed to building successful businesses, organizations and careers. We come from a range of industries and from a variety of backgrounds. We run large companies, we lead small companies, we manage nonprofits, we work as sole proprietors. The TCI community offers access to fellow members and a platform for continued success.

For more information about sending your women leaders through this program please contact:

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