



# HIGH-IMPACT LEADERSHIP FOR BLACK LEADERS

## OBJECTIVE

To fortify leaders' essential skills for effectively leading their teams and taking an ever-greater responsibility throughout their careers, while creating positive change within their organizations.

The program supports participants to continuously invest in their self-awareness, expand their capabilities, and strengthen their networks within a community of Black and African-American leaders who share common business challenges and experiences.

## PARTICIPANTS

Black and African-American leaders in Director, Senior Director or VP positions who are interested in accelerating their career growth

## KEY OUTCOMES

Leaders will be

- Better able to expand their scope of impact from their immediate teams and functions to more complex and cross-functional stakeholder groups
- Better able to address the distinct dynamics and challenges of being a Black leader
- More equipped to inspire action
- More deeply connected to their leadership style and adaptability
- Effective communicators of their leadership vision
- Supported by access to a network and community of exceptional leaders across their organization

## WHAT PEOPLE ARE SAYING

“ This program is the best development course I have ever attended. The topics covered were so valuable and relevant to me at my level in the organization. For every topic covered, I was able to incorporate new knowledge and strategies in my role. ”

-Tech Industry VP

“ It is impossible to overstate the importance of having the opportunity for these leaders to learn together without having to code switch, cover or explain themselves. ”

-Client Sponsor, Tech company

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## TOPICS

**Kickoff Session**  
Welcome & program introduction

**Session 1**  
**Leadership Purpose:**  
Building self-awareness and leading with purpose and vision

**Session 2**  
**Stakeholder Strategy:**  
Intentionally managing key relationships to achieve strategic priorities

**Session 3**  
**Decision-making:**  
Learn successful decision-making styles for senior leaders

**Session 4**  
**Leadership Communication:**  
Building trust, speaking with clarity, and inspiring others to act

## PROGRAM FORMAT

4 month cohort-based program comprised of senior Black and African-American leaders. Enables ongoing dialogue and peer coaching.

- Maximum of 18 participants for highest interactivity
- Five cohort sessions with regular communication and assignments in between sessions
- Individual and small-group coaching for guidance and support on individual development priorities, career goals, and integration of cohort learning topics
- Highly engaging virtual format
- 360 assessment based on the requirements for high-impact senior roles

## LED BY



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