

LEADERSHIP DEVELOPMENT FOR WOMEN

For the past five years Dr. Jeanne Porter, president of the Chicago-based TransPorter Consulting Group has facilitated numerous leadership sessions for executive women in the financial and professional services industries. These sessions have been held throughout the United States and in the United Kingdom, and have included women from the United States, Europe, and Latin America. These sessions create a safe space in which women leaders come together to listen, share, learn and develop critical competencies vital to their continued success.

THE CHALLENGES

Though more and more women are advancing into the leadership and executive ranks, the experience and the climb is not without its challenges for women, especially those that lead in industries that have been previously male dominated. Women in these situations find themselves as “insiders with outsider values” a term coined by Professor Anita Hill in a *New York Times* Opinion Editorial in 2002.

The issues facing corporate women leaders are complex. Many women still report feeling like their voice is not heard in meetings, and that others take or get credit for their ideas. According to an article, “For Women Execs,” it’s still lonely at the top: “Research has found that women are excluded from top jobs due to three factors — gender-based stereotyping, exclusion from the informal networks and a lack of role models. Women of color report exclusion, not just from the “old boy’s network,” but what they see as the “white women’s network.”

The **Influence to Impact (I2I) Program** offers a set of tools to help women increase their effectiveness as leaders in the corporate setting, and helps women leaders facing these challenges recognize:

- “I’m not crazy”
- “It’s not my fault”
- “I’m not alone”
- “I have options”

Influence to Impact is focused on providing women with strategies and options to deal with the gendered realities of today’s workplace.

INFLUENCE
I2I
IMPACT

INFLUENCE I2I IMPACT

ABOUT THE PROGRAM

Influence to Impact: Leveraging Interpersonal Power for Women Leaders is a highly interactive, leadership development workshop for executive women. In this course we explore the dynamics of power and influence as critical leadership competencies for women, especially as it relates to getting things done and making and effecting change in the organization. This workshop is ideal for women who are currently senior leaders, as well as women with significant leadership experience who are either emerging into, or aspiring toward, more senior positions.

LEARNING OBJECTIVES

As a result of this course, participants will...

- Understand the three levels of power involved in influencing
- Be able to establish and enhance the credibility necessary for influencing
- Discover their I2I Style of Influence profile
- Understand the power of language and the role gender and culture play on organizational influence
- Be able to determine the appropriate strategy for influencing a target
- Be able to build and deliver an influence case
- Use dialogue as an influence tool
- Learn the secrets of leveraging the hidden power of the organization
- Network with other women leaders



ABOUT THE FACILITATOR



DR. JEANNE PORTER, president of the TransPorter Consulting Group of Chicago, is a seasoned organizational development consultant, author and inspirational speaker. Her scholarship focuses on leadership and leadership development, especially as it relates to women, churches, and communities of color. Based on years of training executive women from the United States, Latin America and Europe, Dr. Porter has launched a new global program targeted toward women executives entitled "Influence to Impact (I2I): Leveraging Interpersonal Power for Women Leaders." Dr. Porter speaks to the heart, challenges the head, and hones the skills of women leaders, as her sessions create safe spaces for women to unravel the gendered realities of today's workplace. After having grappled with issues on their own for so long, women

in the I2I workshops come to realize, "I'm not crazy; It's not my fault; I'm not alone, and I have options!" They leave with strategies and solutions to enhance their ability to influence and enact change in their environments.

In addition to her successful consulting and training, Dr. Porter has published inspirational books on women's leadership. Drawing insights from the wisdom literature of her faith tradition, Dr. Porter has authored two books: *Leading Ladies: Transformative Biblical Images for Women's Leadership*, and *Leading Lessons: Insight on Leadership from Women of the Bible*. She is completing her third book, using the Queen Mothers of the Bible to explore leadership issues for women who lead in male-dominated environments.

Dr. Porter received both Bachelor and Master of Science degrees from the Ohio State University in Columbus, Ohio; the Master of Theological Studies degree (with a focus on spiritual formation and leadership) from McCormick Theological Seminary, in Chicago, Illinois; and the Doctor of Philosophy in Communication and Cultural Studies from Ohio University in Athens, Ohio. You may visit www.TransPorterGroup.com to learn more about Dr. Jeanne Porter and her work.