



2016 PROGRAM: 5 days, 4 months
DATES: Aug. 25-26, Oct. 7, & Nov. 10-11
FACILITATOR: Dr. Susan R. Madsen
COST: \$2,000
LOCATION: Utah Valley University,
Orem, Utah

WOMEN AS AGENTS OF CHANGE: Learning to Lead

A Comprehensive Women's Leadership Development Program

Program Objectives

The *Women as Agents of Change: Learning to Lead* comprehensive women's leadership development program is a rigorously designed experience—based on current research and best practices—focused on transforming women who are already competent into outstanding leaders who can contribute more effectively in whatever setting they choose (e.g., organizations, institutions, neighborhoods, communities, and states). This program has a special emphasis on leading change, through understanding change models and frameworks and by leading a small change effort of your choice throughout the experience. We welcome women of all ages from business, education, nonprofit, government, and beyond to join us for this program.

Structure

This cohort program (limited to 15 participants) is divided into six phases:

- **Phase 1:** About 2-4 weeks before the first onsite gathering, you will log-in to the 360 degree assessment tool website and input information for 10-15 evaluators; you will also be given 1-2 articles to read in preparation for the first 2-day onsite experience and can begin interacting with other peers on the cohort's closed LinkedIn site.
- **Phase 2:** This onsite 2-day experience will be held at the UVU library on August 25th (noon-5:00 pm) and 26th (8:00am-5:00pm).
- **Phase 3:** This offsite phase (August 27-October 6) will consist of readings, assignments, another assessment, peer-mentor group interaction, LinkedIn group interaction and resources, and more; also included is a one-on-one 60 to 90-minute coaching session with Dr. Madsen based on *The Leadership Circle Profile* results.
- **Phase 4:** This onsite 1-day experience will be held at the UVU library on October 7 (8:00am-5:00 pm).
- **Phase 5:** This offsite phase (October 8-November 9) will consist of readings, assignments, peer-mentor group interaction, LinkedIn group interaction and resources, and a second 30-60 minute one-on-one coaching session.
- **Phase 6:** This final onsite 2-day experience will be held at the UVU library on November 10th (noon-5:00 pm) and 11th (8:00 am-5:00 pm).

Content

Through lectures, discussions, videos, activities, experiential exercises, assessments, case studies, coaching, and other teaching and development pedagogies, we will explore how you can strengthen your influence and leadership capacity. You will receive the latest research findings on leadership, as well as those specific to women. Topics explored will include: leadership identity, self-awareness, understanding personal strengths, confidence, leading change, unconscious bias, gender challenges, networking, giving and receiving feedback, purpose and calling, wholeness and wellness, managing energy, finding courage, taking risks, self-promotion, strategic thinking, developmental relationships and activities, ambitions and aspirations, flawed thinking patterns, women's negative interactions with each other, the influence of media, and the impact of Utah's unique culture.

A key component of this training is to complete and receive individual coaching around *The Leadership Circle Profile*, a 360 degree competency assessment program that is designed to accelerate leadership effectiveness beyond traditional competency-based approaches. Research has found that it is crucial for leaders to gain deeper insight into their own behavior and the factors driving it. This assessment is the only one of its kind that simultaneously provides focused competency feedback while revealing the underlying assumptions causing a leader's pattern of strengths and limitations. This process helps participants understand the relationship between how they habitually think, how they behave, and, more importantly, how all this impacts their current level of leadership effectiveness. Once this awareness is established, leadership development can then move forward more effectively.

Facilitator: Dr. Susan R. Madsen

Dr. Madsen is the creator of *Women as Agents of Change: Learning to Lead*, and she is the facilitator, trainer, and coach for this program. She is the Orin R. Woodbury Professor of Leadership and Ethics in the Woodbury School of Business at Utah Valley University. Susan is a globally known women's leadership author (five published books and over 100 articles, chapters, and reports) and a seasoned leadership development facilitator, trainer, coach, and thought leader in the field. She is also a popular, sought-after speaker in Utah, nationally, and globally. Dr. Madsen is educated and trained as an organization development and change expert and is also certified to administer the *Leadership Circle Profile*. Susan is the Founder and Director of the *Utah Women & Leadership Project* and the *Utah Women & Education Initiative*, and she founded and still serves on the board of the *Utah Women in Higher Education Network*. In addition to a host of awards and commendations, Susan has most recently been recognized as the 2016 "Distinguished Woman of the Year" by the Wasatch Chapter of AAUW, a 2016 honoree of the Sundance Film Festival's Utah Women's Leadership Celebration, one of the 2014 Fabulous Forty in Utah Valley Magazine, a 2013 "30 Women to Watch" in Utah Business Magazine, and is a 2012 Salt Lake Chamber Pathfinder Awardee. See a more detailed bio for Dr. Madsen [here](#).

Application

Application Process: Please visit www.uvu.edu/uwlp/ for the admissions form; it should be completed and submitted (along with a resume, vita, or detailed bio) to uwlp@uvu.edu or the mailing address below. Early applications are encouraged as the application process will close after 15 participants are selected. Work begins one month prior to the start of the program, as participants will need to submit names/emails (through the *Leadership Circle Profile*) of individuals who will do their 360 degree evaluations.

Admission Requirements: Admission to this program is based on each applicant's demonstration of experience (based on a wide variety of both paid and unpaid work experience) and motivation to (1) strengthen her leadership skills and (2) lead change in one or more settings. No formal educational requirements apply. You do not need to be working full-time in a paid employment setting to apply.

Program Fee: Fees for other comprehensive programs with similar elements range from \$5,000-\$10,000. The \$2,000 fee for this program is lower as the majority of Dr. Madsen's time is donated. The program fee covers tuition, the 360 degree evaluation, books, materials, supplies, meals, facilities, and administrative/logistical assistance. Payment is due at least 30 days before the formal start of the program. If admission is within 30 days prior to the start of the program, payment is due upon receipt of the invoice. Cancellation policies can be found on the application.

Contact Us

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