

## Women Making Change in Communities

### HOST ORGANIZATION INFORMATION

**Provide Hands-on Leadership Experience in Your Organization  
for Women Within or Outside Your Organization**

In January 2011 the Minerva Foundation launched **Women Leading the Way (WLW)** - a three year pilot program that will take “women who want to lead” through a part-time, year-long, advanced leadership development training program.

**Women Leading the Way** is a unique hands-on leadership training program that will encourage women to move to the next level in their leadership journey. The program will offer these women the tools and techniques to: develop their leadership abilities; enable them to move in to positions of greater influence and responsibility; and affect political, business, or social change in communities/organizations of their choice.

*The goal of Women Leading the Way is to increase women’s participation in leadership roles and their ability to affect change in political, business or social sectors throughout B.C.*

This initial pilot program will have two intakes, each cohort accepting up to 25 women. The first six months involves classroom/on-line training and the following six months involves applying these leadership skills to a specific project, with the help of mentors.

### BENEFITS TO ADVANCING LEADERS

1. Women Leading the Way advancing leaders will experience:
  - **Values-Driven Leadership:** which considers current research and best practices for advancing women leaders
  - **Leadership Skill Development:** gaining the resources and skills to advocate for change effectively within organizations, and how to engage in action that will affect real change for communities
  - **Experiential Learning:** orientation to different levels of government, businesses, non-profits, including policy-making and public consultation processes
  - **Global Network:** through Minerva’s significant networks, throughout BC and beyond, advancing leaders will expand their contacts and connections in business, politics and social sectors
  - **Gain a Broader Perspective:** advancing leaders will expand their awareness and knowledge about leadership within themselves and how governance operates in a variety of diverse organizations and settings

- **Mentorship:** advancing leaders will have access to a team of highly accomplished leaders who will provide expertise, support and guidance throughout the program in addition to having a mentor/advisor who will work with the advancing leader throughout the duration of their leadership projects
2. Advancing leaders will have opportunities to participate in a leadership role within another organization or within their own workplace (if employer-sponsored), working on a concrete project, applying the leadership skills learned in Women Leading the Way, with tangible results at the end of six months.

## WHAT ARE HOST ORGANIZATIONS?

Host organizations are government, business, corporate, or non-profit organizations which provide opportunity to WLW advancing leaders either within the host organization, or from outside their organization, to work on a project in a volunteer leadership capacity, for approximately six months part-time. The specific project should be of benefit to both the advancing leader and the organization, negotiated between the advancing leader and the organization at the outset, with respect to role, time, supervision, and desired outcomes.

## ROLE OF HOST ORGANIZATIONS

1. **Provide a project** where a WLW advancing leader performs in a leadership capacity.  
*Time commitment: Approximately 6 months, part-time.*
2. **Provide opportunities for shadowing/observing a leader, internally or externally.**  
*Time commitment: As negotiated.*
3. **Provide a project advisor** who will facilitate between the advancing leader in terms of how the activities are helping her develop leadership goals, and the organization in terms of how the project is achieving its goals for the organization. The project advisor acts as a 'mentor' for the advancing leader, and a 'supervisor' for the organization.  
*Time commitment: Approximately 48 hours over 6 months.*
4. **If the WLW advancing leader is not an employee of the organization, provide a workstation** in the organization where the WLW advancing leader can work, or alternately, make arrangements for meeting space if the advancing leader can work from home.
5. **Provide a representative to sit on a panel or tribunal** at the end of the program to evaluate a project and the advancing leader's leadership performance within the project. *Time Commitment: Approximately 1.5 hours*
6. **Sponsor an advancing leader(s) to register for Women Leading the Way.** This could be someone from within the organization or someone outside the organization that you would like to support. The project may or may not be within the organization.  
*Financial Commitment: \$2,500 per advancing leader*
7. **Be part of an evaluative process.**

## WHO CAN BE HOST ORGANIZATIONS?

- **Political Leadership:** Constituency Offices of Members of Parliament or Members of the Legislature, Mayor's offices or Councilor offices, Political Campaign Parties, First Nations Organizations
- **Corporate and Business Leadership:** Crown Corporations, Financial and other Corporations, Government Agencies, Businesses, Professional Associations, Unions, Media Companies, Academic Institutions
- **Not-For-Profit Organizations** involved in improving social, economic, environmental well-being

## BENEFITS TO THE HOST ORGANIZATION

- **You can give advancing leaders an opportunity to improve their skills** and realize their full leadership potential.
- If you are sponsoring your own employee in the program, **you are providing leadership development to your own talent pool and helping realize their potential for themselves, with benefits to your own organization.**
- If you are providing opportunity to a woman outside your organization, **you can gain a free leadership human resource, properly matched to your organization,** to assist you in completing an important project in your organization.
- **You will be recognized, and have a priority seat at the Conference** (Webcast nationally and globally) at the end of the pilot program.
- **Your organization's leadership case study will be documented and recognized** in program publications.

**For more information and applications** visit our Web site - [www.theminervafoundation.com](http://www.theminervafoundation.com) or contact Danna Murray, Program Director or Jo-Anne Lauzer, Program Coordinator, at [wlw@theminervafoundation.com](mailto:wlw@theminervafoundation.com) or call 604-683-7635 Ext. 228

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# Women Leading the Way

## Women Making Change in Communities

### Host Organization Application

*Please note that you may submit your application by faxing this page, ATTN: Jo-Anne Lauzer, Program Coordinator, Women Leading the Way, to (604) 683-7695. You can also scan a copy of your application and Email it to [wlw@theminervafoundation.com](mailto:wlw@theminervafoundation.com) or mail it to Women Leading the Way, The Minerva Foundation for BC Women, #320-111 West Hastings Street, Vancouver, BC V6B 1H4*

Name:

Position/Occupation:

Company Name:

Address:

Work Phone number:

E-mail:

Web Address:

#### My Organization's Focus

Brief Description of Organization:	
My profession:	Years of experience:
My industry:	Referred by:

**Does your organization have a specific project in mind where a WLW advancing leader can participate in a leadership capacity, including terms of reference for the project participation?**

Yes       No

**If YES, please provide a general overview of the proposed project:**

**Whether you have a project in mind or not, please check off which of the following your organization can provide:**

- Opportunities for shadowing/observing a leader** within the organization.
- A project advisor** within the organization who will be the link between the advancing leader in terms of how the activities are helping her develop leadership goals, and the organization in terms of how the project is achieving its goals for the organization. The project advisor acts as a 'mentor' for the advancing leader, and a 'supervisor' for the organization.
- A workstation** in the organization where the WLW advancing leader can work, or alternately, make arrangements for meeting space if the advancing leader can work from home.
- A representative to sit on a panel or tribunal.**
- A project mentor** with an advancing leader throughout the community project.
- Sponsor an advancing leader(s) to register for Women Leading the Way.**
- I can think of **another way** that I can provide help and information. I'll describe it here:

**I am interested in being involved with:**

- First Cohort:** January 2011 – December 2011
- Second Cohort:** September 2011 – September 2012
- Both Cohorts**