

Women Leading the Way

Women Making Change in Communities

Provide Hands-On Leadership Experience: Host Organization Information

In January 2011 the Minerva Foundation will launch **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 distinct 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 PARTICIPANTS

1. Women Leading the Way participants will experience:
 - **Values-Based Leadership**, which considers current research and best practices for developing 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 and non-profits, policy-making and public consultation processes within these bodies.
2. Participants will have opportunity to participate in a leadership role within a host organization working on a concrete project where the participant applies the leadership skills learned in Women Leading the Way, with tangible result at the end of six months.

Minerva acknowledges the generous financial support of Status of Women Canada



Status of Women Canada
Condition féminine Canada

WHAT ARE HOST ORGANIZATIONS?

Host organizations are government, business, corporate, or community organizations which provide opportunity to WLW participants to work on a project within their organization in a volunteer leadership capacity, for approximately six months part-time. The specific project should be of benefit to both the participant and the organization and be negotiated between the participant and the organization at the outset, with respect to role, time, and supervision.

ROLE OF HOST ORGANIZATIONS

- 1. Provide a project** where a WLW trainee participates in a leadership capacity, including terms of reference for the project participation.
Time commitment: Approximately 6 months, part-time.
- 2. Provide opportunities for shadowing/observing a leader** within the organization.
Time commitment: As negotiated
- 3. Provide a facilitator** within the organization who will be the link between the participant 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 facilitator acts as a ‘mentor’ for the participant, and a ‘supervisor’ for the organization.
Time commitment: Approximately 12-24 hours over 6 months.
- 4. Provide a workstation** in the organization where the WLW participant can work, or alternately, make arrangements for meeting space if the participant can work from home.
- 5. Provide a representative to sit on a panel or tribunal** at the end of the program to evaluate the actual project and the participant’s leadership performance within the project.
Time Commitment: Approximately 1.5 hours
- 6. Sponsor a participant(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 participant

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:** Organizations involved in improving social, economic, environmental well-being

BENEFITS TO THE HOST ORGANIZATION

- **You can give emerging leaders an opportunity to improve their skills** and realize their full leadership potential.
- **You will be able to promote women as leaders** within 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 in 2013** (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 or contact Jo-Anne Lauzer, Program Coordinator, at wlw@theminervafoundation.com or call 604-683-7635 Ext. 228

MINERVA

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Mentor 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 or mail it to Women Leading the Way, The Minerva Foundation for BC Women, 1730-700 West Georgia St., Vancouver, BC V7Y 1A1

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 trainee 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 facilitator** within the organization who will be the link between the participant 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 facilitator acts as a 'mentor' for the participant, and a 'supervisor' for the organization.
- A workstation** in the organization where the WLW participant can work, or alternately, make arrangements for meeting space if the participant can work from home.
- A representative to sit on a panel or tribunal**
- A project mentor** with a participant throughout the community project.
- Sponsor a participant(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**