

# MINERVA

## Women Leading the Way

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### Women Making Change in Communities

#### 2011 Advancing Leader Application Information

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.

*Is this the boost you need to take your leadership to the next level?*

#### BENEFITS

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 and non-profits, policy-making and public consultation processes within these bodies
  - **Develop a global network** of contacts and connections throughout BC and beyond
  - **Gain a broader understanding awareness of leadership** in a variety of diverse organizations and communities
2. Advancing leaders will also have access to mentors who will support and advise them as they apply their leadership knowledge to actual projects that selected and managed by each advancing leader.
3. Women Leading the Way will help you strengthen your leadership capabilities by:
  - gaining greater awareness of yourself and your strengths – managing yourself/leading others

- gaining awareness of internal and external barriers in becoming an engaged community leader and helping to break down existing biases that women face in organizations
- developing a greater understanding of the governance process and how decision making takes place in the areas of politics, business, and social sectors
- developing important leadership skills
- encouraging you to become an agent of change and help you make a difference in your community

## **WHY WOMEN LEADING THE WAY?**

1. For ten years, Minerva has had an excellent reputation for quality programming for women and leadership.
2. Women Leading the Way offers an opportunity to gain hands-on experience by applying leadership skills to affect change through a project that will benefit others (i.e., community/workplace).
3. Women Leading the Way will help you build your network and engage your community while helping you to become a change agent.
4. Minerva has a vast network of accomplished women leaders who will share their expertise and knowledge with you as mentors, session speakers or coaches.

For example:

- Editor of a major newspaper may share his/her expertise with advancing leaders around media and the role it plays in affecting social change.
- Corporate CEO and Community Leader may share his/her insights and wisdom around what it takes to be a leader in a corporate, academic and not-for-profit setting.

## **HANDS-ON EXPERIENCE**

The program will provide opportunities for advancing leaders to gain experience in their particular area of interest. For instance: Interested in politics? Women Leading the Way may connect you with a political leader whom you might shadow, provide first hand knowledge of how the political process works, and support you in designing a project that addresses political issues.

If you are more interested in business WLW may connect you with a corporate CEO who will provide you with insight into top level management and support you in creating a project within a large corporate environment.

For those drawn to the social sector, WLW may connect you with an executive director at a local non-profit and then work with you to create a community-based project that might affect social change.

## WHEN AND WHERE

### First Cohort

#### January 2011 – June 2011

- Advancing leaders undertake two days of in-class training once a month in Vancouver (Friday/Saturday)
- Advancing leaders will connect each week on-line with tutors, speakers and experts while also having to complete assignments
- Advancing leaders will have opportunities to access a coach as appropriate

#### July 2011 – Dec 2011

- Advancing leaders will engage in experiential training and community project development
- Each advancing leader will have a personal mentor who will stay connected with her throughout the duration of the project
- Advancing leaders will be required to present their project results to a tribunal of subject matter experts

### Second Cohort

September 2011 – September 2012 (process outlined above)

## WHAT IS YOUR INVESTMENT?

The cost for the 12 month program is **\$2500** which covers all classes, webinars, tutorials, mentoring, coaches, tutors, and program materials. In addition, your fees include attendance at a national/global conference to be held in Vancouver in 2013. Travel bursaries may be available for advancing leaders who live outside the Lower Mainland. Please note that advancing leaders will be responsible for their own food and accommodation for the duration of their stay in Vancouver. A small number of bursaries may be available for those in financial need.

## IS WOMEN LEADING THE WAY THE PROGRAM FOR YOU?

### You will find this program valuable if you:

- Have a desire to learn
- Aspire to become a change agent (in community, workplace, etc.)
- Have a leadership opportunity in mind to make change happen

### Checklist: Does the following criteria fit you?

#### 1. Education

- You have post secondary education and/or equivalent (e.g., certificate, college, university, or professional development programs)
- You are proficient in English, both verbal and written
- You are computer proficient – able to work on-line through the Internet, Email, webinars, and discussion groups (all on a windows operating system)

## 2. Leadership Experience

- You see yourself as a leader or as a woman who aspires to lead
- You are currently involved in leadership or have held a leadership role in the past i.e.: (board, community, workplace, etc.)
- You see yourself as someone “with potential” but may not have been recognized — yet!

## 3. Work Experience

- You have had extensive work experience which may include community service/volunteer work

## APPLICATION PROCESS

As part of the application process, you will be required to:

1. Submit the attached **application form - Applications for Cohort 2 due by May 16, 2011**
2. Write a **letter of intent** (2 pages max.) outlining:
  - your **reasons for wanting to participate** in the program
  - the **area** you are interested in making a difference and why
    - politics
    - business
    - social change (e.g., environment, health, etc.)
  - an **example of how you have demonstrated leadership qualities** in your work, or through your volunteer efforts
3. Submit **two reference letters**
4. Include a copy of your **current Résumé**

**Selection:** Applicants will be contacted by a Women Leading the Way representative to set up a 30-minute interview which will take place during the month of May. All applicants will be required to complete the interview. Interviews will be held in May and successful candidates will be notified by June, 2011.

**For more information contact:** Danna Murray, Program Director or Jo-Anne Lauzer, Program Coordinator. Ph: (604) 683-7635 ext. 228 or Email: [wlw@theminervafoundation.com](mailto:wlw@theminervafoundation.com)  
Web: [www.theminervafoundation.com](http://www.theminervafoundation.com)

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