

EXECUTIVE OUTLOOKS: *LEADERSHIP WITHOUT LIMITS*



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The organizational rules of the workplace are constantly shifting; the successful business paradigms of yesteryear are almost completely null and void.

As seasoned professionals, Executive Outlooks participants will learn to develop and confidently present their leadership skills as they work to successfully guide the organization to the next level of profitability and sustainability.

Executives are not only accountable for profitability, but they are also being forced to lead in a more complex environment which requires more skill and nuance. And though, diversity in the executive levels of organizations has been shown to enhance profitability and model socially responsible leadership, one viable pool of candidates – black women executives – are often overlooked, particularly at the executive levels. This is true even though they are better prepared than ever. The Executive Outlooks is intended to assist executive black women as they ascend to the highest levels in today’s organizations by helping them hone their skills and increase their corporate visibility.

Executive Outlooks is a 2-day program designed for black executive women with more than 15 years of management experience. Executive Outlooks participants should be seasoned professionals who are currently no more than three levels from the top of the organizational management hierarchy and possess cross-functional or general management responsibilities. As seasoned professionals, Executive Outlooks participants will learn to develop and confidently present their leadership skills as they work to successfully guide the organization to the next level of profitability and sustainability. This development is done by helping participants understand and question their fundamental assumptions about themselves and the roles and responsibilities of leadership; and by having them work through the dynamics of organizational relationships and strategy. The program will assist participants in modifying or eliminating outdated paradigms and associated behaviors, while giving them insights into current organizational needs and industry trends.

As participants in the Executive Outlooks, the women will be assessed, developed, mentored, and coached on the high-level challenges which are unique for them. Through the program, the women will get a clear understanding of their developmental areas and their strengths; they will learn how to navigate the nuances and interplay of politics and relationships at the most senior organizational levels; and with the help of an executive coach they will develop a personalized action plan about how to move forward. Built to respond to the particular needs of executive black women, the Executive Outlooks is the leadership program, for which black women executives have been searching.



KEY PROGRAMMATIC FEATURES

- Safe forum to learn, practice, and develop critical leadership skill sets
- Group Facilitated Discussions
- Research Based Modules
- Unparalleled Networking
- Connectivity between cohort members, other program alumni, and ELC Members
- Curriculum designed, facilitated, and supported primarily by African Americans for African-American managers



MODULES

- 360° & Self Assessment
- Leadership
- Individualized Coaching Sessions
- Organizational Politics
- Goal Setting

Learning Objectives

This leadership development program for black women executives focuses on proven strategies these leaders need to breakthrough to the next level of organizational success. The Executive Outlooks has four goals for each of its participants.

- ▼ Getting a performance baseline – determining how black women executives are experienced in the workplace
- ▼ Identifying and understanding the experiences needed to achieve higher level positions and the factors that can cause derailment
- ▼ Enhancing strategic and developmental relationships
- ▼ Creating and executing strategy

Who Should Attend

This program series is designed for black women executives who are:

- ▼ Apex career professionals (i.e. 15 or more years of professional management experience)
 - ▼ Three or fewer tiers from the top of their organization’s hierarchy
 - ▼ Organizations of 1000 or more employees
 - ▼ C-Suite Executives, Executive Vice Presidents, Sr. Vice Presidents, Presidents, Executive Directors, General Managers, Managing Directors
 - ▼ Aspirations to contribute at a higher level within the organization
 - ▼ Willing to listen, learn, and be challenged
- *All applications will be reviewed on a case-by-case basis*

Executive Outlooks participants are selected not only for what they have accomplished in their organizations, communities, and lives, but also for what they can contribute to the program and larger body of alumni.

Registration

Participation in the Executive Outlooks is by application only. Please download and complete the application in its entirety. In addition to the application, prospective participants need to submit a current resume and organizational biography. As seats in this year’s program are limited, we strongly suggest submitting your completed application and materials as soon as possible. Incomplete application submissions will not be reviewed.

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Fee/\$5,300

Upon your enrollment into this year's Executive Outlooks, we will send you an invoice for the program fee. Your invoice can be paid by credit card or check by contacting Merkena Cooper (ELC Staff Accountant at mcooper@elcinfo.com or 703.706.5269). The program fee includes the classroom experience, pre & post program materials, and planned meals. The fee does not include hotel accommodations, transportation, or other incidental costs.

Cancellation Policy

Due to the inherent costs of establishing, holding, and refilling participant slots along with associated administrative costs, the following cancellation charge schedule has been established for cancellations submitted in writing (email will suffice):

- ▼ **3 to 6 weeks prior:** participant will be charged 50% of program fee
- ▼ **Within 3 weeks:** participant will be charged 75% of program fee
- ▼ **Within 1 week:** participant will be charged 100% of program fee



THE EXECUTIVE LEADERSHIP COUNCIL®

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