

THE ACADEMY FOR WOMEN AND LEADERSHIP

Strengths-based leadership development aimed at empowering, equipping, and energizing today's women in leadership.

Research shows that when women occupy leadership roles, organizations benefit. Women leaders help boost productivity, foster collaborative and inclusive cultures, inspire commitment, and advance fairness.

Yet even today women face barriers to career advancement that their male peers do not—from gender bias and pay disparities to lack of representation at senior levels.

To help women navigate these unique challenges and support them as they elevate their careers, **The Academy for Women and Leadership from Johns Hopkins Carey Business School Executive Education** offers a high-impact, four-week, strengths-based program with a team of distinguished faculty and seasoned executive coaches. This program offers mentoring and peer learning with a network of dynamic, like-minded women leaders spanning various industries.

BY THE NUMBERS:



WOMEN IN LEADERSHIP ROLES

A **McKinsey study** of more than 1,000 large companies in 15 countries found that:

“Companies in the top quartile for gender diversity on executive teams were **25%** more likely to have above-average profitability than companies in the fourth quartile.”

Analyzing data from nearly 22,000 companies in 91 countries **EY and the Peterson Institute for International Economics** found that:

“Firms with at least **30%** female leadership had net profit margins up to 6% higher than companies with no women in top positions.”



THE IMPORTANCE OF WOMEN'S LEADERSHIP NETWORKS

The **KPMG Women's Leadership Study** of more than 3,000 professional and college women found that:

“**67%** of women reported they'd learned the most important lessons about leadership from other women.”

“**82%** believe access to and networking with female leaders will help them advance their careers.”

“**86%** agreed that: when I see more women in leadership, I am encouraged I can get there myself.”

BREAKING GLASS CEILINGS

Despite persistent obstacles, women are making gains and elevating to leadership roles in corporate, political, educational, and health care settings. How are they doing it?

Research shows sponsorship, coaching, supportive networks, and peer learning opportunities are powerfully effective in increasing confidence and feelings of legitimacy for women in senior leadership roles. The effects of sharing experiences and knowledge, and practicing specific women's leadership techniques in a supportive environment, are critical.

A POWERFUL, FOUR-WEEK, STRENGTHS-BASED ACADEMY FOR WOMEN LEADERS

The Academy for Women and Leadership is a tailored learning program for women elevating into new roles, seeking to shape a strong and authentic leadership identity. The Academy is designed to build confidence and equip women with a toolkit of approaches and strategies designed specifically to enhance the trajectory of women in leadership roles.

The Academy for Women and Leadership offers:

- Evidence-based approaches, tools, and strategies to overcome specific challenges for women leaders
- A supportive, nurturing, strengths-focused environment to practice new skills and build confidence
- Personalized application through one-on-one leadership coaching
- A dynamic, long-lasting network of women leaders to share knowledge with and share experiences

11 POWERFUL BENEFITS OF THE ACADEMY FOR WOMEN AND LEADERSHIP

- **Hybrid format:** Experience a mix of virtual and face-to-face modules over four weeks with a cohort of your peers.
- **Strengths-based learning:** Leverage and build on your own personal and professional strengths and unique expertise.
- **Practical strategies for women leaders:** Learn the arts of negotiation, confidence and developing a leadership voice, work/life balance, team communication, executive presence, and developing a personal brand.
- **Coaching:** Work one-on-one with seasoned leadership coaches, setting professional goals and formulating practical plans to meet them.
- **Career development:** Focus on key upcoming career transitions and prepare to advance within your organization.
- **Toolkits:** Each module provides a toolkit of strategies and approaches to take with you in your career.
- **Practical:** A personalized, safe space to experiment and practice new techniques and hone your leadership identity.
- **Inspiration:** Learn from and connect with coaches, instructors, peers, and panelists with diverse backgrounds and leadership experience.
- **Lifelong learning:** Wherever you are in your career, benefit from guidance and support to help define and prepare for what's next.
- **Network:** Join an alumnus network of women leaders committed to promoting ongoing learning, growth, and equity in the workplace.
- **Make a difference:** Walk away prepared to lead change, with a realistic plan to impact your organization.

JOIN THE ACADEMY FOR WOMEN AND LEADERSHIP AT JOHNS HOPKINS CAREY BUSINESS SCHOOL

Learn and practice skills and approaches specifically tailored for women elevating into new roles. Guided by world-renowned faculty, use evidence-based approaches from Johns Hopkins Carey Business School's Executive Education and tap into the resources of America's first research university.

The Academy for Women and Leadership empowers you with personalized resources, knowledge, and a supportive learning environment to discover and shape your authentic leadership identity, build confidence, and embark on a journey to be an impactful leader.

- **Practice** skills that target specific challenges for women leaders.
- **Unlock** confidence to become an influential organizational leader.
- **Develop** the presence and voice to negotiate effectively, advocate for equal pay, and speak truth to power.
- **Build** a strong personal and professional network with a dynamic group of like-minded women leaders.

“ I have attended executive education at the world's top one percent universities, and the Johns Hopkins Carey Business School's Academy for Women and Leadership provides world-class speakers and facilitators aligned with individualized coaching and mentoring that is beyond compare. The Academy offers an exceptional level of academic excellence in executive education. The experience is earnest, challenging, good-humored, and radically transformational.

– Dr. Elizabeth Gunn, The Academy for Women and Leadership '23

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UPCOMING COURSE DATES TODAY

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