

TAKING THE LEAD

FOUR SESSIONS. ONE CELEBRATION. ONE GOAL:



ACCELERATE YOUR CAREER

The structure of CREW's leadership program – four sessions spread over six months – allows participants time and opportunity to build relationships, learn and test new ideas collaboratively and receive all-important, individual coaching and constructive feedback from experts and peers.

The program focuses on four key areas. Each session is geared toward different strategies and skills that will produce immediate results as well as help to achieve long-term success for your company and yourself. At the conclusion, we'll acknowledge your success with a celebration.

DISCOVERING

SESSION ONE:

Discover yourself as a woman leader and build camaraderie with other women leaders to create long-term alliances. *During the program's first session, you will:*

- Learn which individual motivators are relevant to the success of your career.
- Begin identifying with key leadership behaviors.
- Learn what key leadership behaviors drive success.
- Understand the different perceptions of how men and women lead and why it matters.
- Begin identifying individual leadership strengths and development opportunities.
- Experience real-time team/group leadership behaviors.

CONNECTING

SESSION TWO:

Elevate networking and strategic relationships and explore differences between sponsors, advocates, mentors and other key stakeholders critical to one's success. *In the second session, you will:*

- Develop a greater understanding of how personal motivators integrate with strengths and development opportunities.
- Learn how stakeholders differ and the value each one provides.
- Reflect on self and other's perceptions and if there is a desire to shift one's thinking/actions.
- Learn which leadership behaviors are applied to building relationships.

ENGAGING

SESSION THREE:

Learn how to engage through power and influence and understand the sources of power available to a leader and the strategic application. *During the third session, you will:*

- Explore the relationship between power, influence, persuasion and authenticity.
- Learn how initial perceptions impact behavior in this area.
- Learn how one utilizes power and influence and where there is opportunity to enhance skill and outcomes.
- Learn different influencing techniques and styles and build skills to implement them.

WINNING

SESSION FOUR:

Bringing it all together. Recognize your development as an individual as well as your opportunity for success as a community. *In the fourth and final session, you will:*

- Learn how to sustain individual motivation and development.
- View leadership through a new systemic lens.
- Develop long-lasting professional relationships and friendships.
- Extend learnings to others.
- Learn how to leverage skills to gain success as a community.

TAKING THE LEAD

ADDITIONAL PROGRAM COMPONENTS:



360° ASSESSMENT

A key component of the program will be a leadership appraisal that participants will use to identify strengths, avoid derailment possibilities and create personal development plans. Though most female professionals have undergone leadership assessments, the specific 360° tool employed by the Taking the Lead program is unique for several reasons:

The feedback is for learning purposes only and will be free of the internal political biases that often affect appraisals done within a company.

More importantly, in customizing each participant's personal development strategy, the program's coaches emphasize a perspective specific to the experience of female professionals, paying close attention to the differences and challenges facing women as they navigate the business world.

PERSONAL STRATEGY PLAN

In addition to personalized feedback sessions, you will leave the program with a personal strategy plan based on your individual goals and strengths.

EXECUTIVE COACH

Individual session with an executive coach to discuss assessment results, provide feedback, understand personal direction and help evaluate progress and identify opportunities.

ONE GRAND CELEBRATION

The closing program will be a celebratory dinner with participants, CREW board members and your invited guest. Truly a night to celebrate!

APPLY ON THE CREW DETROIT WEBSITE – DON'T BE LEFT BEHIND!

ABOUT CREW DETROIT

Founded in 1986, CREW Detroit is a founding chapter of Commercial Real Estate Women Network, the premier professional organization dedicated to advancing women's success in commercial real estate. We are an organization comprised of more than 150 professional women within a growing national network of over 8,000 in 74 chapters across the United States and Canada. Members of CREW represent every discipline in the commercial real estate industry including architects, attorneys, brokers, contractors, designers, developers, engineers, lenders, title agents and others.

More information at www.crewdetroit.com.

ABOUT PARAGON LEADERSHIP

The facilitator of the Taking the Lead program, Paragon Leadership is a future-centric executive and leadership development firm passionate about developing the future face of leadership. Whether it is at the senior level or early in career, Paragon Leadership has supported more than one thousand leaders over the past twelve years, and partnered with organizations – for profit and not-for-profit – around the globe.

Paragon is particularly passionate about assisting women leaders, from emerging high potentials to executives, in refining leadership acumen, striving to accomplish personal objectives and advancing organizational goals.

More information at www.paragon-lead.com.

TAKING THE LEAD

DETROIT CREW LEADERSHIP PROGRAM



PROGRAM DATES

SESSION ONE: DISCOVERING

5 PM Monday, January 27 – through

1PM Tuesday, January 28, 2014

Opening overnight retreat will begin at 5pm with a cocktail reception. The program will continue Tuesday until 1pm. This session is designed to allow both facilitators and participants to begin understanding your leadership potential by developing a strong network. Dinner, breakfast and lunch will be provided.

SESSION TWO: CONNECTING

Friday, February 21, 8AM – 12:30PM

Elevating networking and strategic relationships and explore differences between sponsors, advocates, mentors and other key stakeholders critical to one's success.

SESSION THREE: ENGAGING

Friday, March 21, 8AM – 12:30PM

Learn how to engage through power and influence and understand the sources of power available to a leader and the strategic application.

SESSION FOUR: WINNING

Friday, May 9, 8AM – 12:30PM

Bringing it all together. Recognize your development as an individual as well as your opportunity for success as a community.

CELEBRATION DINNER

Friday, June 6, 6:30 – 8:30PM

The program concludes with one big celebration with all participants, board members and sponsors! This celebration marks the completion of your training, but you will continue with strong networking as our first alumni cohort.

Note: It is important to attend all sessions.

QUESTIONS

Contact Lisa Lembke at lisa_m_lembe@knoll.com.

PROGRAM COST

COST: \$1,500

Total program cost is \$1,500, with a \$200 deposit (applied toward total cost) required to save a place in the program.

PAYMENT:

Payment can be made online through CREW Detroit. Please note, this program is a training expense and may be tax deductible as a business expense. Check with your accountant for guidelines.

DUE DATES:

Deposit due:

October 15, 2013

Additional Payments:

November 11, 2013

December 31, 2013

ADDITIONAL INFORMATION:

Crew Detroit is subsidizing the overall cost of the program for the inaugural event. Equivalent programs average \$2,800. Please take into consideration the program will be offered every two years. Subsequent years may not be subsidized.

Cost covers all materials, meals, overnight accommodations, 360° Assessment, executive coaching, a personal strategy plan and the grand celebration. The program is limited to 25 participants. The next program will occur in 2016. Checks and credit accepted.

HOW TO APPLY

APPLICATION:

Applications can be downloaded on the CREW Detroit website. Complete the application and submit with your resume and deposit to Lisa Lembke at: lisa_m_lembe@knoll.com.

Early application increases your chance of admission. Deadline to apply is October 15, 2013.

The program is limited to CREW Detroit members or staff of a sponsoring organization.