



WNY WOMEN'S FOUNDATION

## Aspiring Leader Pathway Ready, Set, Lead!



### Program Outline, Timeline, and Expectations

**About:** An initiative of ALL IN, Ready, Set, Lead! is a data-informed WNY Women's Foundation program in collaboration with Women Who Lead. It addresses the gender gap in leadership by facilitating career, personal, and community development for women and gender minorities in the first five years of their careers. Aspiring Leaders will receive six months of structured mentorship from established community leaders, four educational sessions focused on building leadership acumen, formal coaching, and access to a diverse community network of cohort colleagues. They will develop new skills, identify areas for growth, and develop a pathway to prepare for future leadership positions.

#### Program length:

- 9 months total - Cohort 1 will begin in December 2023, and run through August 2024.
- 6 months of mentoring
- 4 educational sessions

#### Objectives for Aspiring Leaders:

- Work with a mentor to develop new skills, identify areas for growth, and access community resources
- Increase self-awareness to explore personal identity as a leader and identify strengths and areas for improvement
- Become a servant leader in the community
- Develop a leadership career pathway to prepare for future leadership positions

#### Topics for Educational Sessions:

1. Emotional intelligence, self-awareness
2. Servant leadership
3. Managing professional reputation, building executive brand/presence
4. ABCs of DEIB

#### Aspiring Leader learning outcomes will be measured by:

- Goal tracking and outcome updating
- Reflection pieces after each educational training

#### Expectations of a mentor:

- Attend one mentor training in August or September 2023
- Attend in person "Meet your Mentor" event on December 4th, 2023
- Cultivate a meeting schedule with assigned Aspiring Leader and hold them accountable

#### Mentors will provide mentees with:

- Motivation to create a self-development plan and achieve three obtainable goals based on intake
- Guidance and support by creating an atmosphere of openness, meaningful communication, and trust
- Assistance in identifying career goals and objectives

#### Cost:

- \$500 per Aspiring Leader
- Monthly payment plans available for individuals
- Financial assistance may be available for Aspiring Leaders not sponsored by an employer

## Timeline

### **August 2023**

August 1st: Aspiring Leader applications open for ALL IN Employer Partners

August 18th: ALL IN Employer Partner Aspiring Leader applications due

### **September 2023**

Kickoff at the Women's Leadership Summit, 9/22 at University at Buffalo

Applications for Aspiring Leaders open

September 19th 1-2pm: Mentor training option 1

### **October 2023**

October 2nd 9-10am: Mentor training option 2

### **November 2023**

November 10th: Aspiring Leader applications due. Matching process begins internally.

Week of November 20th: Acceptance sent out, mentor information shared

### **December 2023**

Monday December 4th, 4:30 PM: "Meet your Mentor" in person event

Aspiring Leaders complete onboarding paperwork, strengths finder assessment

### **January - July 2024**

Mentoring

### **February 2024**

Educational Session 1: Emotional Intelligence

### **April 2024**

Educational Session 2: Servant Leadership

### **May 2024**

WNY Women's Foundation *What She's Made Of* event

### **June 2024**

Educational Session 3

### **July 2024**

Formal mentorship ends July 1st. Aspiring Leaders will receive one coaching session each between July 1-August 31.

### **August 2024**

Educational Session 4: Professional Branding/Executive Presence

### **September 2024**

Graduation at Leadership Summit, evaluation of program