

Authentic Leadership in the 21st Century: Creating High-Performing Teams for Today's Workplace

Course Description:

Next-Level Leadership: Elevating Women Executives in Legal and Compliance

Our leadership development program combines comprehensive insights and the latest research geared for women executives in the legal and compliance fields (Chief Legal Officers, General Counsel, Chief Compliance Officers, Chief Privacy Officers). This dynamic program addresses critical topics through curated sessions which integrate personal reflections and growth with strategic leadership development. Through a carefully crafted curriculum, we address the specific challenges and aspirations of women in top legal and compliance positions, combining real-world leadership skills, application of key components of legal professionalism and EDI, and vital wellness strategies. Participants gain access to invaluable knowledge and practical takeaways along with a supportive community and extensive networking opportunities, fostering both immediate and long-term professional growth. By combining education, experiential learning and immersive experiences, this program equips participants with the key ingredients to become more confident and connected leaders.

Course Audience:

- ✓ All Women Cohort
- ✓ Chief Legal Officers, General Counsels, Chief Compliance Officers, Chief Privacy Officers

Course Design:

- ✓ Limited Number of Participants
- ✓ 3 months duration
- ✓ 2 virtual sessions/month – 90mins each
- ✓ Alumni Network

Course Outline:

- ✓ Welcome: Setting the Stage and Challenges for Women Executives
- ✓ Inner Game: Self-Awareness, Self-Worth and Personal Leadership
- ✓ Belonging: Building Psychological Safety and Trust
- ✓ Engaging and Motivating Teams: Purpose, Meaning and Autonomy
- ✓ Leading Transformational Change: Empowering your Team to Drive Change
- ✓ Work-Life Integration: Sustaining High Performance

Course Detailed Agenda:



January 22nd

Session 1: Welcome: Setting the Stage and Challenges for Women Executives

- ✓ **Objectives:**
 - Address program goals, expectations, and a framework for leadership development.
 - Create a shared understanding of what it means to build high performing, engaged, committed, and healthy teams.
 - Address the unique challenges faced by female executives in the C-suite.
- ✓ **Content:**
 - Welcome and Program Overview: Introduce facilitators and participants, outline program structure, objectives, and outcomes.
 - Leadership in Today's Workplace: Discuss the evolving nature of leadership in today's workforce and the importance of authenticity, adaptability, inclusivity, and wellness.
 - Challenges for Female Executives: Explore specific challenges such as gender bias, balancing visibility with authenticity, negotiating for resources and support, and managing work-life integration.
 - Case Study: Highlight a successful female leader known for building high-performing teams and overcoming challenges in the C-suite (e.g., an interview with a notable female CEO or a case study from HBR).



February 5th

Session 2: Inner Game: Self-Awareness, Self-Worth and Personal Leadership

- ✓ **Objectives:**
 - Understand the concepts of the inner game (internal operating system and belief systems) and the outer game (leadership skills and competencies).
 - Begin self-assessment to identify areas of growth.
- ✓ **Content:**
 - Introduction to the Inner Game: Explore the internal operating system, including mindset, beliefs, self-awareness, emotional intelligence, and self-worth. Understand how these internal factors influence behavior, decision-making, and leadership effectiveness.
 - Introduction to the Outer Game: Examine the external aspects of leadership, such as skills, behaviors, strategies, and actions that are visible to others.
 - Self-Assessment Tools and Reflection: Explore the Personal Values Assessment (PVA) and Leadership Circle Profile.

- One Big Thing – Your Leadership Challenge: Identifying a Key Leadership Challenge: Encourage participants to identify a significant leadership challenge they are currently facing.



February 19th

Session 3: Belonging: Building Psychological Safety and Trust

- ✓ **Objectives:**
 - Understand the importance of EDI and psychological safety in fostering high-performing teams.
 - Learn strategies to build and maintain trust within teams, including transparency, reliability, and authentic communication.
 - Identify key conditions needed for belonging to exist within diverse organizations and teams.
- ✓ **Content:**
 - The Case for Equity, Diversity and Inclusion (EDI): Understanding the dynamic relationship between EDI and team well-being and how cultures of belonging and inclusion translate into team performance and organizational results.
 - Understanding Psychological Safety: Explore the critical role in team performance and innovation. Explore practical steps leaders can take to create and maintain psychologically safe environments and foster diversity.
 - Challenges for Female Executives: Explore specific challenges such as gender bias, balancing visibility with authenticity, negotiating for resources and support, and managing work-life integration.
 - Trust-Building: Discuss the essential components of trust within teams, including transparency, reliability, and authenticity. Emphasize how these elements contribute to a cohesive and high-performing team.
 - Tools for Belonging: Introduce practical tools and strategies to foster a sense of belonging among team members.



March 5th

Session 4: Engaging and Motivating Teams: Purpose, Meaning and Autonomy

- ✓ **Objectives:**
 - Learn strategies to foster engagement and motivation within teams.
 - Understand the role of purpose, meaning and autonomy in driving team performance.
 - Learn the difference between external motivation and internal inspiration.
- ✓ **Content:**
 - Introduction to Engagement Drivers: Explore key factors that drive employee engagement and motivation, focusing on the research of Daniel Pink, Adam Grant and other experts.
 - Incentives and Recognition: Understanding effective ways to reward and recognize team members and provide practical strategies that boost motivation and morale.
 - Creating a Culture of Engagement: Strategies to foster a culture of trust and transparency, how to increase involvement in decision-making, and strategies for empowering team members.



March 19th

Session 5: Leading Transformational Change: Empowering your Team to Drive Change

- ✓ **Objectives:**
 - Equip leaders with the knowledge and skills to lead transformational change effectively.
 - Understand the dynamics of change and develop strategies to manage and sustain it within their organizations.
 - Leading through uncertainty.
- ✓ **Content:**
 - Understand key concepts and principles of transformational change (e.g., Kotter's 8-Step Process, Lewin's Change Management Model).
 - Lead Through Uncertainty: Emphasize the importance of leaders understanding their own strengths, weaknesses, and potential biases when leading through uncertainty.
 - Vision and Values: Learn how to maintain a clear vision and values as a steadying force amidst change and uncertainty.
 - Immunity to Change: Understand the concept of internal immunity to change and how unconscious fears and habits can resist transformation.



April 2nd

Session 6: Avoiding Burning: Creating Work-Life Integration for Sustained High Performance

- ✓ **Objectives:**
 - Equip leaders with strategies to balance professional responsibilities with personal well-being.
 - Understand the importance of work-life integration for sustaining high performance and preventing burnout.
 - Develop actionable plans to promote a healthy work-life balance within their teams.
- ✓ **Content:**
 - The Impact of Work-Life Integration on Overall Well-Being and Team Performance: Discuss research findings on the positive effects of work-life integration on productivity, employee satisfaction, and overall well-being. Review strategies and case studies of organizations and leaders who have successfully implemented work-life integration strategies.

- Discuss Challenges Faced by Female Executives in Achieving Work-Life Integration
 - High Workload and Role Overload
 - Organizational Culture
 - Personal Expectations and Perfectionism
 - Gender Bias and Stereotypes
 - Limited Access to Networks and Mentorship
- Practical Tools and Techniques for Managing Time and Energy Effectively: Strategies for time management, energy management, mindfulness and stress reduction.
- Tailored Action Plan to Promote and Support Work-Life Integration Within Their Teams

Additional Course Components:



Inter-Session Homework:



Practical assignments and reflective exercises to reinforce learning.



Reading materials and case studies relevant to each session.



Online Resource Portal:



Access to session recordings, supplementary materials, and a discussion forum.



Peer-Based Learning:



Connect with like-minded peers and immerse yourself in sessions designed to empower and address your unique needs.

