

## EXECUTIVE LEADERSHIP PROGRAM: DISCOVER AND DEVELOP YOUR FUTURE CHAMPIONS



According to the latest research, organizations with a high percentage of women on their boards and in their C-suites significantly outperform others in terms of share price and overall financial performance. One study found that businesses where women held more than 15% of the senior leadership roles delivered 50% higher profits than those with less than 10% female representation in senior management.<sup>1</sup>

Despite these findings, 47% of Canadian companies surveyed had no women directors and 43% had no women executive officers.<sup>2</sup>

Optimum Talent and SuccessFinder are committed to change this. We are collaborating with leading organizations like yours to identify and develop women to take on critical roles that will produce high-impact outcomes for them personally and their organizations.

<sup>1</sup> Is Gender Diversity Profitable? Peterson Institute for International Economics, 2016

<sup>2</sup> 2016 Diversity Disclosure Practices, Osler, Hoskin & Harcourt

## EXECUTIVE DEVELOPMENT PROGRAM

We understand the need for more diversity in leadership and the impact it can have on business results.

Introduce us to your top female leaders and we will help identify the ones most likely to succeed, and give you a roadmap for deploying them successfully throughout your organization. Specifically, we will provide:

- ▶ The SuccessFinder behavioral assessment for a cohort of up to 20 participants.
- ▶ Individualized debriefs for each of the participants and an individualized development plan.
- ▶ 1 day training and coaching session for the cohort.
- ▶ A Leadership Talent Report to senior management that will describe the cohort in detail (i.e., who is best suited for which role, possible next steps, and opportunities for development).
- ▶ Additional optional services include:
  - Accelerating leadership workshops (six half-day sessions),
  - Intensive coaching program for deep personal development, and
  - Half-day workshop: Supporting Women in Leadership (for superiors).

## SUCCESSFINDER RESEARCH

SuccessFinder evaluated 200 Male and Female CEOs across 10 key leadership dimensions and found the single biggest differentiating factor between male CEOs and female executives is their inner belief systems.

### **Women executives have approximately 10-15% lower self-assessment than male leaders:**

- ▶ 15% lower self-respect (holding oneself in high regard)
- ▶ 10% lower self-confidence (faith in oneself to succeed)
- ▶ 10% lower self-fulfillment (belief in ability to overcome failure)
- ▶ 10% lower self-realization (willingness to make life style sacrifices to succeed)

We believe Canadian organizations have struggled to encourage and promote women, just as they have struggled to promote themselves. Objective talent assessment tools like SuccessFinder can be the catalyst for change by providing a scientifically sound method for identification and promotion of leaders today and tomorrow.



## FUTURE LEADERS PROGRAM

We know it's not just the top of the pyramid leaders that make a difference; it's front-line leaders who make decisions day in and day out that will move your organization forward. According to Deloitte, organizations are dragging their feet to promote young leaders.<sup>3</sup>

But they lag at their own peril: by 2025, Millennials will account for 75% of the workforce (50% of these will be women) and they are looking opportunities and growth.

Connect us with your top 50 female leaders and we will identify top performers, and provide relevant targeted coaching to accelerate their development and teach them the skills they will need to successfully lead in the future. Specifically, we will:

- ▶ Provide the SuccessFinder behavioral assessment for a cohort of up to 50.
- ▶ Segment the participants into three groups based on their test results, and provide each group with a 1/2 day debrief.
- ▶ Facilitate a one-day training and coaching session for each of the three subgroups. Topics will include: identifying, developing, and articulating personal strengths; building a personal brand; authentic leadership; and networking.
- ▶ Provide a Future Leaders Talent Report to senior management that will describe the cohort in detail (i.e., who is best suited for role, possible next steps, opportunities for development).
- ▶ Additional optional services include:
  - Accelerating Leadership Workshops: Three half-day sessions focused on developing core executive leadership competencies and increasing self-awareness.

3 Global Human Capital Trends 2017, Deloitte (Bersin)

## 5 REASONS TO INVEST IN YOUR WOMEN LEADERS:



**BETTER FINANCIAL PERFORMANCE:** The presence of more female leaders in top positions of corporate management correlates with increased profitability.<sup>1</sup>



**BETTER PROBLEM SOLVING:** Women leaders provide greater diversity of thought, which in turn leads to improved problem solving and greater business benefits.<sup>2</sup>



**DEVELOPMENT CULTURE:** Female leaders are more effective when it comes to developing their employees.<sup>3</sup>



**TRUST AND COLLABORATION:** Women are more attracted to cooperation and relationship building.<sup>4</sup>



**BETTER ENGAGEMENT:** Employees who work for a female manager were more engaged than those working for a male manager. Women who report to a female manager had the highest engagement at 35%.<sup>5</sup>

1 Firms with more women are more profitable, HBR Feb 08, 2016

2 Global Leadership Forecast 2014-15, DDI

3 Are Women Better Leaders Than Men, HBR March 2012

4 Are Women More Attracted to Cooperation Than Men, National Bureau of Economic Research, April 5, 2017

5 Employees of Female Managers Outscore Employees of Male Managers on Most Engagement Items, Gallup, 2015