



Yale SCHOOL OF MANAGEMENT  
*Executive Education*

EXECUTIVE SHORT PROGRAM

# WOMEN'S LEADERSHIP PROGRAM

*Meeting the challenges of today's global workplace*

## WOMEN'S LEADERSHIP PROGRAM

Women face unique challenges in the workplace but they also add unique value and perspective. They shatter groupthink, improve communication dynamics, and reinvigorate companies in ways that make them more competitive. Research shows that companies with a critical mass of top-team gender diversity enjoy significantly better financial performance.

Women executives based internationally or who lead worldwide teams encounter specific dynamics and environments. The Yale School of Management and HEC Paris have therefore combined their expertise to develop a **high-impact program to help rising leaders successfully overcome these challenges**.

Participants will enhance their leadership behaviors and cross-cultural communication skills, learn how to create high-performing teams, understand how to use and manage networks, **develop as thoughtful leaders, drive innovation, and create an authentic leadership style**.

### OBJECTIVES

- **Lead your firm to better enterprise-wide gender diversity** - better understand and explain the quantitative and qualitative benefits of diversity to gain support for change.
- **Develop strategic vision and sharper decision-making skills** - lead growth, manage crises, drive growth through innovation, and make better decisions.
- **Reinvent your business model** - explore new ways to approach business models through innovation and strategy.
- **Enhance your leadership skills** - learn different styles to adapt to specific individual, team or company contexts.
- **Develop executive presence** with effective verbal and non-verbal skills to communicate with power.

### PROGRAM

#### MODULE 1: Online sessions (Yale School of Management)

##### DAY 1

- *Emotional Intelligence*

##### DAY 2

- *Reflected Best Self - Positive Leadership*
- *The Keys to Influence and Persuasion*
- *The Real Art of the Deal - Gender & Negotiations*

##### DAY 3

- *Giving and Receiving Feedback*
- *The Tip of the Iceberg - Global Virtual Teams*
- *Making Real Change Happen in Your Organization*

##### DAY 4

- *From Autocrat to Advisor - Decision Making for Leaders*
- *Closing session for module 1 and overview of module 2*

#### MODULE 2: Online sessions (HEC Paris)

##### DAY 1

- *The World We Live In - a Global Context*
- *A Leading Innovation Framework - Odyssey 3.14*
- *Celebration Dinner with Keynote Speaker (TBC)*

##### DAY 2

- *Keynote Speaker*
- *The Innovation & Sustainability Connection*
- *Program wrap-up*

### PARTICIPANT PROFILE

Senior corporate or non-profit women executives based in Europe or in charge of a team from diverse regional backgrounds, preparing for the next level, or who are new to senior management. Women professionals in family businesses preparing for responsibility as CEO or senior management.



#### Academic Director

##### Emma Seppälä

Co-Director, Yale College Emotional Intelligence Project at the Yale Center for Emotional Intelligence

#### Dates

Online sessions:  
22-25 November 2020  
7-8 December 2020

#### Tuition fees

€ 5,900

Includes tuition, most meals, and events. Does not include accommodation.

#### Contact

**Claudia Machado dos Santos**  
inter-inscription@hec.fr

Prices, dates, pedagogical teams and program content are subject to change.



## FACULTY



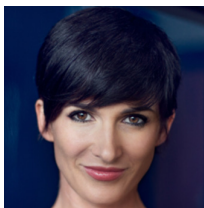
**Emma Seppala,**  
**Co-Director of the Yale College Emotional Intelligence Project at the Yale Center for Emotional Intelligence**

Emma is a Lecturer at Yale College, the Science Director of Stanford University's Center for Compassion and Altruism Research and Education and the author of The Happiness Track. Her research focus includes positive leadership, happiness at work, social connection and well-being. She is also the founder and editor-in-chief of Fulfillment Daily, a popular news site dedicated to the science of happiness. Emma has a BA from Yale, an MA from Columbia, and a PhD from Stanford.



**Heidi Brooks,**  
**Senior Lecturer in Organizational Behavior, Yale School of Management**

Heidi specializes in large-scale culture change projects focused on individual and collective leadership effectiveness in organizations. Her areas of expertise include interpersonal dynamics, emotional intelligence, managing teams, and coaching skills for managers. She holds doctorate in psychology from the University of California at Berkeley and a bachelor's degree from Brown University.



**Zoë Chance,**  
**Assistant Professor of Marketing, Yale School of Management**

Zoë helps great people become more influential. She researches and teaches interpersonal influence at Yale, publishes in academic journals and trade publications like Harvard Business Review and Psychology Today, and speaks on influence around the world and on TV. She earned her bachelor's from Harvard College, MBA from University of Southern California and doctorate from Harvard Business School. Zoë has been named one of the top 50 management thinkers to watch.



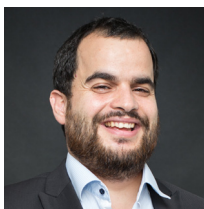
**David C. Tate,**  
**Licensed Clinical Psychologist and Assistant Clinical Professor in Psychiatry at Yale University**

David's areas of practice in organizational consulting include coaching and leadership development, conflict resolution, team building, succession planning and promoting healthy organizational development. He received his B.S. at Cornell University and his Ph.D. in clinical psychology at the University of Virginia. David completed pre- and post-doctoral fellowships at Yale University before joining the faculty.



**Laurence Lehmann Ortega,**  
**Affiliate Professor, Strategy and Business Policy, HEC Paris**

Laurence is the Academic Director of MSc in Strategic Management at HEC Paris and of several custom-made programs for executives. Her research focuses on strategic innovation, especially in incumbent firms in mature and low-tech industries. She is the co-author of "Odyssey 3.14 Reinvent your business model", an original approach combining innovation and strategy. Laurence is a graduate of HEC Paris and has a PhD in Management from the University of Aix-en-Provence.



**Jeremy Ghez,**  
**Affiliate Professor, Economics and Decision Sciences, HEC Paris Center for Geopolitics**

Jeremy is the Co-Director of the HEC Paris Center for Geopolitics and the Scientific Director of the Sustainable and Social Innovation Master's program. His research focuses on the United States, on tech giants and on populism. Jeremy has a Master's in Business from HEC Paris, a Master's in Economics from the Paris School of Economics, and a PhD from the Pardee RAND Graduate School.



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