## Authentic Women Leaders Pipeline Program

**Inaugural Program: Course Schedule & Syllabus**

**EXECUTIVE SPONSOR: RUSSELL KEEN, EVP & CHIEF OF STAFF**

### Women Leaders (Leading Self & Within the Organization)

<table>
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<tr>
<th>2017 Date/Time</th>
<th>Faculty</th>
<th>Module</th>
<th>Overview</th>
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<tr>
<td><strong>February 10-11th†</strong>&lt;br&gt;Friday: 4:00-7:30&lt;br&gt;Saturday: 8:30-12:00</td>
<td>Lee Ann Liska, EVP, Health Affairs &amp; CEO, AU Medical Center&lt;br&gt;Panel from Pilot Program (Judy Campbell, President, JC Strategies)</td>
<td>Module #1: 1a. Gender Awareness&lt;br&gt;1b. Emotional Self-Awareness using EI 2.0</td>
<td>Describe and discuss the status of women leaders at AU and AU Health, both challenges and opportunities. Explore our own self-awareness of your leadership.</td>
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<td><strong>February 24-25th†</strong>&lt;br&gt;Friday: 4:00-7:30&lt;br&gt;Saturday: 8:30-12:00</td>
<td>Karla Leeper, PhD and Lee Merchen, MD&lt;br&gt;Martha F. Miser, PhD, President, Audro Consulting, LLC</td>
<td>Module #2: 2a. AU Culture, Branding &amp; Voice&lt;br&gt;2b. Storytelling</td>
<td>Discuss AU culture; identify your band and your voice. Practice the powerful leadership skill of telling stories.</td>
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<td><strong>March 10-11th†</strong>&lt;br&gt;Friday: 4:00-7:30&lt;br&gt;Saturday: 8:30-12:00</td>
<td>Jessica L. Porter, MBA, Organizational Consultant&lt;br&gt;Katie Karppala, MSOL, Emory University, and CLO, Authentic Dimensions, LLC</td>
<td>Module #3: 3a. Negotiation Skills. Co-author of <em>Negotiating at Work</em>&lt;br&gt;3b. Unconscious Gender Bias</td>
<td>Develop your skills to negotiate career advantages and benefits. Increase your awareness of your biases and those of others in order to respond appropriately.</td>
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<td><strong>April 21-22nd†</strong>&lt;br&gt;Friday: 4:00-7:30&lt;br&gt;Saturday: 8:30-12:00</td>
<td>Rhee Fincher, MD, Lance Evans, PhD, Lara Stepleman, PhD, Carol Lefebvre, DDS, MS, Michelle Bryan, PhD, Caryl Hess, PhD, MBA</td>
<td>Module #4: 4a. Ownership of your Career; Exploring Pathways&lt;br&gt;4b. Mastering the CV; Behavioral-based Interviewing; Value of Mentoring and Sponsorship</td>
<td>Appreciate the vertical and horizontal career opportunities that exist. Receive feedback on CVs; Practice BBI with peers; Examine mentor and sponsor benefits.</td>
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<td><strong>Graduation Ceremony 12:00-1:00</strong></td>
<td>Rhee Fincher, MD, Lance Evans, PhD, Lara Stepleman, PhD, Carol Lefebvre, DDS, MS, Michelle Bryan, PhD, Caryl Hess, PhD, MBA</td>
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† Location EC-2238 Health Sciences Campus
Course Objectives

The broad, overall objective of the Authentic Women Leaders Inaugural Pipeline Program is to promote and facilitate your ongoing growth and development as an authentic leader. More specifically, however, by the end of course, participants will be able to:

1. Ignite and inspire women to advance their career; and
2. Create an AU and AU Health community of academic women.

Logistics

Meeting Days and Times: There are four learning modules and a project presentation. The four modules are presented on a successive Friday and Saturday from February through April. Friday meetings are from 4:00-7:30 pm, and Saturday meetings are from 8:30-12:00 noon.

Attendance: Attendance is expected at all meetings; if an unforeseen conflict occurs, please contact the Office of Leadership Development at (706) 721-4803 or email Kelli Brooks at KEBROOKS@gru.edu prior to class.

Food: Water and a light dinner will be provided for Friday meetings, and coffee and a light breakfast will be provided for Saturday meetings.

Location: All meetings will be in the Health Sciences Building, Room EC-2238 on the Health Sciences Campus.

Parking: Parking is available in the lot adjacent to the EC (Health Sciences) Building that is shared by library patrons. Look for the spaces with no reserved sign posted.

Considerations

Time Investment: Formal meeting times for the program total approximately 29 hours. These formal meeting times will allow for an introduction and exposure to ideas, new knowledge and engaging discussions. Truly meaningful development will necessitate dedicated time and effort beyond the class meetings (e.g., periodic reading, activities and projects).

Project: The supreme adult learning experience is achieved when learning is connected with real life experiences. Although 3 months and 8 sessions are not extensive time periods, the program will provide opportunities for each participant to draw upon their classroom learning and develop a meaningful project.
The following project ideas are provided for **teams of 2 people**. Additional ideas will gladly be entertained as long as the ideas relate to women leaders at AU:

1. Interview a current/former AU or AU Health female leader (list of women leaders to select from will be provided), hear about her leadership experience and write a summary “story” of the conversation. We will ultimately compile your notes into an eBook titled, “The Women of AU and AU Health.”
   - This is a “story about leadership” and not an obituary nor a summary of the individual’s CV.
   - Ask a series of questions specifically focused on who, what, when, where, and how this woman served as an AU leader? What qualities did she need to develop? How did she develop these skills? Please ask questions about the person’s leadership development.

2. Interview 3-5 AU employees (from the director and above level) and ask, “Why is AU a Great Place for Women Leaders to Work?” Craft your answers into a story and properly site the sources of your story. Your stories could be used to create a video to recruit women leaders to our organization. See stories from [Women at Accenture](https://www.accenture.com/us-en/company-women).

3. Other project ideas, please speak with Caryl.

***** All projects are electronically due to Caryl on or before **April 21, 2017. Impacts course certificate. *****

**Expectations:** There is no expectation that anyone will be a “complete” or “finished” leader at the conclusion of the course. Development is an ongoing process, and this course is designed to facilitate or enhance your efforts to think intentionally about your development as a leader. Our Authentic Leadership Alumni Program will provide ongoing leadership development opportunities.

**Office of Leadership Development Availability:** Drs. Lance Evans and/or Caryl Hess is/are available to meet outside of class for follow-up questions and individual discussion.

**Learning Modalities:** The course will utilize a variety of learning modalities including seminar presentations, group discussions and activities, self-directed learning and reflection, videos, assessment instruments, projects, and question-and-answer sessions.

**Assessments:** As part of the course, you will be asked to complete an online self-assessment before the first class and read the first 50 pages in the *Emotional Intelligence 2.0* book. The book will be provided to you.

**Suggestions to Enhance Group Discussion and Learning:** Listen well, encourage depth, and have a clear understanding and agreement around confidentiality.

**Attire:** Fridays (business/work-related attire); Saturdays (business/work-related or casual attire).