



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

Aspiring Leader applications due Oct 6th. Matching process begins internally.

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

November 2023

November 10th: Acceptance sent out, mentor information shared

December 2023

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

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: DEIB

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