

## Ready, Set, Lead!

### Aspiring Leader Expectations and Program Overview

**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
- 1 hour "Meet Your Mentor" event in December 2024
- 6 months of structured mentorship January 2025 through July 2025

#### Expectations of an Aspiring Leader:

- Attend in person "Meet your Mentor" event in December 2024
- Attend four educational sessions throughout the 9 month program
- Complete Clifton StrengthsFinder Assessment and return results to WNY Women's Foundation
- Develop a mentorship plan with your assigned mentor using a template provided by the WNY Women's Foundation
- Meet with your mentor **at least** monthly, holding yourself and your mentor accountable to a schedule

#### 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 and ways to achieve them

#### Aspiring Leader learning outcomes will be measured by:

- Goal tracking and outcome updating
- Reflection and surveys after each educational training

#### Timeline

##### Fall 2024

- Applications due & notifications of acceptance sent
- 1 hour WNYWF mentor training (virtual)

##### December 2024

- Monday 12/2 - "Meet Your Mentor" event

##### January - July 2024

- Mentoring - meet with your mentor at least monthly. Formal mentorship ends July 1st.
- 4 educational sessions in February, April, June and August

##### Summer 2024

- One hour long coaching session

##### Fall 2024

- Program graduation

**Cost:** \$500 per Aspiring Leader. Monthly payment plans available for individuals. Financial assistance may be available for Aspiring Leaders not sponsored by an employer