

Leading Up for Women of African Descent:

Addressing the Unique Leadership Issues and Challenges of the High Level Woman of African Descent

Women of African descent in corporate America encounter many of the same issues and challenges as do other high level women – and more. In fact, a recent study shows that in Fortune 500 companies, only 1% of the 11% of corporate officer positions held by women are held by those who are of African descent. Unless these talented women receive the leadership development tools they need to succeed, their experience as executives can be lonely and unrewarding. Recognizing the potential value women with diverse backgrounds bring to their organizations, *The Leader's Edge* is pleased to present a special leadership program targeted to their needs.



Leading Up for Women of African Descent is a powerful 5 to 6 month coaching process designed for high-level women of African descent. The program's goal is to support and develop outstanding business leaders of African descent to contribute at the highest levels of their corporations. Experienced, diverse coaches work closely with women leaders in corporations in one-on-one meetings, as well as in an off-site Retreat, to evaluate and refine their leadership strengths and skills, and to address their individual issues and concerns. These may include communication styles, networking skills and organizational political awareness. Each phase of the program enables participants to examine and enhance their executive leadership style and presence, develop greater self-confidence and capitalize on career opportunities available to them.

The benefits of the program to the participating women include the on-going advice and support they receive in dealing with the challenges and dilemmas they face daily, the ability to share experiences and perspectives with other senior women of African descent, and access to a multi-cultural network of successful and influential women. This comprehensive approach provides knowledge, skills and support that allows participants to advance as successful leaders in their companies, and enables companies to attract and retain this rich talent pool of women. For more information, please call *The Leader's Edge* at 610-660-6684.



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For more information,
please call *The Leader's Edge*
at 610-660-6684
or visit our website at
www.the-leaders-edge.com.