



The Women's Leadership Development program

The Women's Leadership Development Program (WLDP) is a three-phase program for women in public service that will...

- Guide them through the leadership journey in becoming more effective leaders, both personally and within their organizations, and
- Build leadership capacity within our public service organizations.

An investment in Women to Improve the Performance of Delaware's Public Service Organizations



"Thank you for a memorable program that has helped me grow professionally and personally. It will prepare me for my life-long journey for leadership."

—a recent participant

Journey of a Lifetime

By opening this door of opportunity, women will come to understand the great potential of leadership and build their own leadership skills and self-confidence to significantly contribute to their organizations.



Women's Leadership Development program

www.ipa.udel.edu/wldp

For more information:

Phases I and II

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Leadership Development for Women in Public Service



Open the Door to Your Future!

through the



Women's Leadership Development program

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Institute for Public Administration
College of Human Services, Education & Public Policy
University of Delaware

Phase I

The Power of Leadership

A Day-Long Conference

Begin your journey to more effective leadership here.

Topics include:



- ⚡ **The Special Role of Women in Public Service**
- ⚡ **Power, Leadership, and Management**
 - Similarities and Differences
 - Transformational Leadership
 - Men and Women as Leaders
- ⚡ **Discussion Groups**
 - Scenarios: Men and Women as Leaders
 - Characteristics of Effective Leaders
- ⚡ **Social Capital—A Great Potential for our Organizations**
- ⚡ **Practicing Leadership—A Leadership Scenario**
- ⚡ **The Personal Leadership Journey—Next Steps**

Wanting to lead and believing you can lead are only the departure points on the path to leadership. Leadership is an art, a performing art. And, in the art of leadership, the artist's instrument is self. Ultimately, leadership development is a process of self-development.

—Kouzes & Posner, *The Leadership Challenge*

Phase II

Advanced Leadership Development

A Two-Day Retreat

Continue your leadership journey by taking the next steps in leadership development. Topics include:



- ⚡ **Leadership—The Next Plateau**
 - Characteristics of Effective Leaders
 - Change
 - Thinking Outside the Box
 - The New World Order
- ⚡ **The Myers-Briggs Assessment Tool—Learning About Oneself and Working with Others**
- ⚡ **Communication Skills**
- ⚡ **Strength-Deployment Inventory**

Understanding Behavior: When Things Are Going Well and During Times of Stress
- ⚡ **Your Leadership Development—How Leaders Develop & What Develops**
- ⚡ **Finding Your Voice**

Leadership's First Commandment: Know Thyself
—Harvard Business Review

Accept the challenge to find your voice, discover your passion, and take the risk of accepting leadership opportunities that may come your way.

—Lorraine Matusak, *Finding Your Voice*

Phase III

Achieving Leadership

A Ten-Session
Advanced Skill-Building Program

Advance your journey by taking the time to develop leadership skills. Offered as a series of ten half-day seminars, Phase III provides women the opportunity to improve their leadership skills by focusing on one leadership topic at a time. While core topics and skills are covered, the program can be customized to meet individualized leadership development needs.



- ⚡ **Participants will practice...**
 - Decision-Making Techniques
 - Defining a Vision
 - Communicating Effectively
 - Negotiating
 - Managing Conflict
 - Disarming Enemies
 - Defining Their Leadership Style
- ⚡ **Seminar format includes...**

Discussions, readings, group activities, and workplace assignments for practical applications.
- ⚡ **You will be encouraged to...**

Find and work with a mentor to assist you in your leadership development.

Open the door and begin the journey of a lifetime!