



Take the Lead:
**The Leadership
Mindset Program**
Spring 2019



- + Program Overview
- + Partnership
- + Mentor Opportunity
- + Leadership Coaches

ScalaNetwork.com
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Do you have what it takes to reach your potential as a leader?

Of course, you do! No matter how experienced, most leaders would admit that they don't have all the answers and that there are always opportunities to learn and grow. Successful leaders recognize that becoming your best self is a life-long journey.

At Scala Network, we are committed to cultivating women's potential as leaders. We develop new tools and approaches to help you at every step along your personal path of self-discovery, to refine your vision and goals, and deliver the successful outcomes that will allow you to take the next step in your career.

With this in mind, we are launching a new program in the **Take the Lead Series**. **The Leadership Mindset Program** will introduce new concepts and strategies that will expand and deepen your skillset and increase your effectiveness as a leader.

- How being present-focused can drive positive change in your organization.
- When having difficult conversations can help to create trust.
- Why negotiation skills are critical to your personal success.
- How you and your team can build resilience through change.

As with all our leadership programs, we offer interactive learning and inspiration from some of Canada's most successful businesswomen who participate as **Coaches and Mentors** in an intimate and supportive environment. We also limit the number of participants in our programs to encourage openness and relationship building.

A unique feature of the Leadership Mindset Program is the addition of **three private coaching sessions** to be scheduled throughout the duration of the program. Personalized coaching will provide tailored support and feedback while participants put their new learning into practice.

Please join us for The Leadership Mindset program and continue along your journey to becoming a remarkable leader!

Warm regards,

Christina Greenberg
PRESIDENT, SCALA NETWORK

Program Overview

Session 1

Becoming a Mindful Leader

March 5th 2019
3 pm – 9 pm

Session 3

Negotiating for Yourself

April 24th 2019
3 pm – 6:45 pm

Session 2

Having Brave Conversations

April 2nd 2019
9 am – 12 pm

Session 4

Leading Change and Building Resilience

May 15th 2019
3 pm – 7:30 pm



+ Mentors

The purpose of Scala's networking and collaborative learning model is simple:

Ignite discussion

Our guest mentors encourage participation and conversation by:

- + Providing Fuel for Thought
- + Leading Round Table Discussions
- + Sharing Insights, Perspectives & Questions

Scala Network's mentors are the first to acknowledge setbacks and challenges in navigating their own roads to success. They share their own personal or professional anecdotes and experiences to provide real life perspective on session topics, engaging the group in conversation and creating a connectedness that deepens during the program.

Over the course of the program, you will have the opportunity to meet with each of the mentors to exchange ideas, share challenges that keep you up at night, and learn techniques to solve problems and harness your opportunities to grow as a leader.

Fall 2018 Mentors



Deborah Adams
SVP, Managing Director
Harbinger Communications



Elizabeth Clarke
AVP Business Strategy & Planning, BDRM
Points



Chantelle Courtney
Assistant Dean
University of Toronto Faculty of Law



Catherine Ince
SVP Finance and Admin
Environics Analytics



Nicky Mezo
Vice President, Customer Strategy, Channels and Targeted Marketing
TD

Spring 2019 mentors to be announced soon!

Spring 2018 Mentors



Barbara Bellissimo
Senior Vice President
Desjardins General Insurance



Andrea Cook
President
FCB/SIX



Jan Kestle
President
Environics Analytics



Nina Moritsugu
Senior Legal Counsel
Shopify



Kerri Dawson
Vice-President, Marketing & Customer Intelligence
LCBO



Sarah Nixon-Suggitt,
CHRL
Executive Director, Human Capital Management
Timbercreek

Leadership Mindset Team



Maggie DiStasi
Career Transition & Leadership Coach
Process Based Living



Christina Greenberg
President
Scala Network



Sandy Johnson
Career Strategist & Coach



Linda Hills
Principal
Emergent Assets

Fall 2018 Program Partner



Becoming a Mindful Leader



March 5th
2019
3 pm – 9 pm



If creating an environment for positive change and meaningful productivity is a priority, you may be surprised to learn that how you listen and pay attention in the present moment will determine your success. Creating a vision and building a plan are important, but being a mindful leader and present for your team on day-to-day issues is equally critical in achieving your goals. So how does one become a more mindful leader?

In this session participants will:

- + Be introduced to the concept of mindful leadership.
- + Develop a personal process that can help you influence positive change as a leader.
- + Create a plan for your Leadership Development in the year ahead, with focus on: everyday opportunities to lead, managing self-limiting behaviour, and identifying mindsets that challenge and support you.

Participants will take away:

- + Essential qualities of mindful, present-focused leadership.
- + Personal practices and behaviours that will help you to improve your impact in the present.
- + A creative tool to motivate and support your leadership growth in the year ahead.

Having Brave Conversations

April 2nd
2019
9 am – 12 pm

Effectively handling conflict situations is critical to your success as a leader. And your ability to conduct difficult conversations is an important building block in creating trust and respect with your team. While taking care to be tactful is important, you must also be aware of what's happening beneath the surface when engaging in these interactions. In fact, there are three different “conversations” taking place, largely unspoken, and how these play out will have significant consequences for everyone involved.

In this session participants will:

- + Deconstruct what's really going on in the conversation and build a deeper understanding of the underlying issues.
- + Discuss the techniques and steps that will increase your effectiveness in conflict situations and result in positive outcomes.

Participants will practice what they've learned:

- + Describe the three conversations, using a personal example:
 - The “What Happened” conversation – the content
 - The “Feelings” conversation – the reaction
 - The “Identity” conversation – what's at stake
- + Analyze the impact of these conversations from each participant's point of view.
- + Employ strategies for increasing the effectiveness of these conversations.

Negotiating for Yourself



April 24th
2019
3 pm – 6:45 pm

Why do women leaders often fail to get what they need or deserve? Research shows that the primary reason is that they don't ask. Getting past your fears and learning how to effectively negotiate are critical steps along your path to becoming a successful leader. It begins by developing self-awareness and understanding around why we hesitate to assert ourselves, and then practicing the techniques that will build your negotiation muscle.

In this session participants will participate in practical exercises and discussion to:

- + Identify what stops them from effectively negotiating for what they need.
- + Learn what they lose when they don't (it's more than you might think).
- + Learn how to create a plan for the negotiation – it's all in the preparation.
- + Practice through role playing on a real-life personal scenario.

Participants will take away:

- + A proven process to plan and structure a negotiation strategy that will deliver successful outcomes.
- + Tools and techniques designed to help women enter negotiations with confidence.
- + A comprehensive list of questions designed to keep your negotiation moving in the right direction.

+ Leading Change and Building Resilience

May 15th
2019
3 pm – 7:30 pm

Managing change can be challenging, and in today's work environment, it's complicated by the speed and volume of those changes. As the leader orchestrating continuous change, you're not immune to the personal impact it can have. On one hand, you need to motivate and inspire your team. At the same time, you need to be resilient – maintaining your own energy and managing your own emotions in order to navigate the course.

In this session participants will participate in practical exercises and discussion to:

- + Understand the underlying impact of change on people.
- + Learn techniques and practices that will help you to build resilience through change.
- + Apply these tools to help others to strengthen their own resilience.
- + Build skills to successfully lead your team and yourself through change.

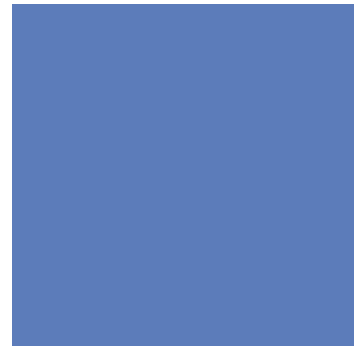
Participants will take away:

- + A simple model based on proven practices to build resilience.
- + Easy, science-based techniques to help you manage your emotions and build resilience in the face of change.
- + A planning tool for helping your team through change.



Become a Scala Network Partner

Are you looking to invest in your women leaders? Do you have products, tools and resources that could add value to our events and to our attendees? If so, we would love to have a conversation with you about becoming a Partner.



We collaborate with your team to devise customized activations that uniquely position your organization and engage our network. As a Partner of our *Take the Lead Series*, your investment covers the cost of registration for a women leader from your organization as well as sponsoring the registration cost for a woman in transition. Partners are profiled in our program promotions online and at the event, and have the opportunity to provide collateral materials to participants. We also offer Partners editorial opportunities to share thought leadership content with our entire network.

For more information on becoming a Partner with Scala Network and the Take the Lead Series, please contact Christina Greenberg at christina@scalanetwork.com.

Participant Registration

- + Registration includes all materials and assessments, networking dinners with cocktails, workshops and coaching sessions.
- + Invitation to join Scala's Take the Lead LinkedIn group to stay in touch with program peers, mentors, and receive links to great articles and leadership resources.

Mentor Meet Ups

In addition to the program training sessions, we invite current participants and graduates of Take the Lead programs to join us for ongoing networking events to make new connections and to continue the conversation on leadership.

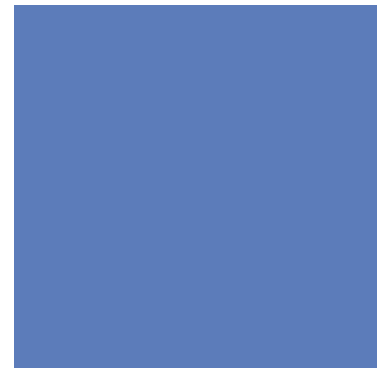
Several Mentors will lead a discussion over dinner at our Take the Lead Thought Leadership Dinner Series, encouraging the group to share ideas and challenges and collaboratively develop solutions and identify opportunities.

\$2895 + HST

Cost includes
3 private
coaching
sessions.



Don't be shy.
We'd love to hear
from you.



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