



**WOMEN IN
LEADERSHIP
PROGRAM**

2021 WLP Application

Register by January 6, 2021

Tel: (602) 274-8222

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PLEASE ANSWER IN THE SPACE PROVIDED

Describe current role and responsibilities:

What are your long-term career goals?

Describe what you consider to be your most significant contribution to the construction industry or in support of the construction industry?

How many individuals, if any, report to you within your company? _____

Who do you report to? Supervisor's name: _____

Title: _____

The Women in Leadership Program is designed for leaders in the industry whose careers are on an upward trajectory. Please explain how your career has been moving in this direction and your hopes for leadership in the future.

What do you hope to gain from participation in the ABA’s Women in Leadership Program?

Educational Background:

School	Dates	Degree	Major

Certificate Programs Completed:

Certification	Dates	Where Taken?

The WLP takes a lot of time, energy, and commitment on your part. You will be expected to:

- Attend and engage positively in eight full-day classes throughout the course of the year.
- Engage in three 1:1 executive coaching sessions with Dr. Kortman.
- Engage with a collaborative trio in a monthly check-in for focused applications.
- Address an adaptive challenge to benefit your organization.

Do you feel you have the time, energy, and passion right now to make this commitment?

_____ **No** _____ **Yes** _____ **Uncertain**

Do you have the full support of your employer for the time required to participate?

_____ **No** _____ **Yes** _____ **Uncertain**

Before turning in this application:

- **Make sure you sign and date below.**
- **Make sure your nominator completes the last page.**

It is my understanding that the ABA's Women in Leadership Program is a learning experience and requires my attendance at all meetings. (Class meets once a month for 8 months from 8am – 3:30pm.)

Class Dates for 2021 are:

- Feb. 26
- Mar. 26
- Apr. 30
- May 21
- June 25
- Aug. 27
- Sept. 24
- Oct. 22.

(You will be asked to sign an attendance agreement confirming you will attend ALL classes if you are accepted into the program.)

It is my understanding that the ABA's Women in Leadership Program includes three 1:1 Executive Coaching Sessions. Upon acceptance into the program, I am to schedule these sessions with Dr. Kortman.

Coaching Sessions will be held in the months of:

- January
- July
- November.

It is my understanding that as part of my participation in the program, I will engage in a monthly trio collaborative to further applications in leadership as well as identify and engage in an adaptive challenge to benefit my organization.

Name _____ **Date** _____

Signature of Candidate _____



WOMEN IN LEADERSHIP PROGRAM

The Following Section is for the Nominator to Complete.

The WLP program is designed for individuals within your company that you see as taking on increasing levels of responsibility. It takes a significant amount of time & commitment.

Qualified individuals must meet the following criteria:

- Have a **minimum** of five years in construction management, not including internships.
- Be in positions of increasing responsibility.
- Must be nominated by their company's C-Level Management.
- Ability to attend ALL Classes in 2021. Dates for classes include Feb. 26, Mar. 26, Apr. 30, May 21, June 25, Aug. 27, Sept. 24, Oct. 22.
- Ability to schedule and attend three 1:1 one-hour coaching sessions with Dr. Kortman in the months of Jan., July & Nov.

Reason for recommending candidate:

Is your Candidate Currently in a Leadership Position? _____

If so, what? _____

The tuition fee for the program is \$3300 (ABA Member); \$5200 (Non-ABA Member).

Will your company pay the cost? _____ Yes _____ No

If your candidate leaves your company during the course of the WLP year, they do have the option to continue in the program with their new company and no refunds will be provided to your company.

Nominator's Name _____

Nominator's Signature _____

Nominator's e-mail _____

CLASS TOPICS

Eight full-day Professional Learning and Development sessions will address acumen in the areas of business, leadership, and personal well-being, all integral to the highest levels of performance. Emphasis will be placed on systems perspective; leadership of operations, people, and processes; and bringing one's best self to the role of leader.

Content includes such areas as: aligning leadership to industry trends, stakeholders' input, complexities and relevant challenges; capitalizing leadership toward organization's mission, goals, and strategic priorities; balancing the load of leadership by setting strategic and tactical targets; understanding the need for adaptive leadership in complex times; maximizing shared leadership models; managing communication, collaboration, confusion, and change; bringing your best self to leadership; increasing confidence with aligned competency; managing the tensions, disruptions, and inner balance; and finding purpose and satisfaction.

PROGRAM SPECIFICS

The Women in Leadership Program is designed for women in mid-to-upper-level management roles. These women and their organizations aspire to increased effectiveness in leadership and/or continued advancement in leadership.

Outcomes:

- ❖ Advance skills, competencies, and applications relevant to excelling in leadership capacity.
- ❖ Benefit from quality best practices and shared experiences with women colleagues in the industry.
- ❖ Positively impact professional well-being, the organizations, and the industries in which these women contribute.

Program Elements:

- Eight full-day classes throughout the course of the year.
- Three 1:1 executive coaching sessions.
- Monthly engagement with a collaborative trio for focused applications.
- Application focus to benefit participant's organization.

Purpose: Develop construction professionals into informed, knowledgeable and active members of the industry while preparing them for future leadership roles within their companies, the industry and the Arizona Builders Alliance (ABA).

Selections:

- Non-ABA members may be approved dependent upon space.
- The Women's Leadership Program Advisory Board will make final selection of participants.

Cost: (Includes all materials/breakfast & lunch/instructors/coaching sessions/graduation lunch and recognition plaque.)

ABA Member: \$3300

Non-ABA Member: \$5200

Attendance: Attendance at all sessions is of utmost importance and MANDATORY. In addition, there is mandatory engagement in the following: three 1:1 executive coaching sessions; monthly collaborative trios; and application focus to benefit the participant's organization.

Faculty: Dr. Sharon Adele Kortman, Executive Coach and Leadership Consultant, and special guests to include senior executives in construction industry.

Benefits: Graduates will be honored upon completion of the course. The ultimate reward will be increased women leadership capacity and contributions in the industry, shared best practices with women leaders, and a positive impact to professional well-being, the organizations, and the industries in which these women contribute.