



**WOMEN IN
LEADERSHIP
PROGRAM**

2023 WLP Application

Applications due by January 6, 2023

Tel: (602) 274-8222

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CLASS TOPICS

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 people, operations, and processes; leading with best principles and practices; 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; developing people through support and accountability; increasing confidence with aligned competence; 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 leadership 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 year and a celebration ceremony in December.
- Three 1:1 executive coaching sessions.
- Monthly engagement with a collaborative trio for focused applications and networking.
- Application focus areas to engage in ongoing leadership growth and to benefit participant's organization.

Purpose: Develop construction professionals into informed, knowledgeable, and active members of the industry while increasing leadership competency and preparing for advanced effectiveness and/or roles within their companies, the industry, and the Arizona Builders Alliance (ABA).

Selections:

- Non-ABA members may be approved dependent upon space.
- The Women in 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 is MANDATORY. In addition, there is mandatory engagement in three 1:1 executive coaching sessions; monthly collaborative trios; and personalized application focus areas.

Faculty: Dr. Sharon Adele Kortman, Executive Coach and Leadership Consultant, and invited 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.



WOMEN IN LEADERSHIP PROGRAM

**A Program of the
Arizona Builders Alliance
(Deadline for receipt of application is January 6, 2023)**

Candidate Name

First	Middle	Last
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Company Name _____

Your Title _____

Business Address _____

City _____ State _____ Zip _____

Office Phone _____ Office Fax _____

Cell Phone _____ Email _____

Years construction experience _____ # Years with current company _____

Employees in current company _____ # Who report to you _____

Who do you report to? Supervisor' Name _____

Supervisor's Title _____

Please illustrate your employment in the construction industry or in support of the construction industry:

Company	Role	Dates

Educational Background:

School	Degree	Major	Dates

Certificate Programs Completed:

Certification	Where Taken?	Dates

Check all ABA programs completed:

Project Manager Development
 Emerging Leaders Forum

Leadership Development Forum
 Senior Executive Program



WOMEN IN LEADERSHIP PROGRAM

PLEASE RESPOND IN THE SPACE PROVIDED

Describe your current role and responsibilities.

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

What are your long-term career goals?



WOMEN IN LEADERSHIP PROGRAM

The Women in Leadership Program is designed for mid-to-upper-level leaders in the industry. Please explain your hopes for increasing in your leadership knowledge, skills, and/or role in the future.

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

Candidate Agreement

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

This program takes a significant amount of time and commitment. You will be expected to:

- **Attend and engage positively in eight full-day classes through the year and a celebration ceremony in December.**
 - **Engage in three 1:1 executive coaching sessions with Dr. Kortman.**
 - **Engage with a collaborative trio in a monthly check-in for applications and networking.**
 - **Engage in application focus areas that further ongoing leadership growth and address an adaptive challenge to benefit your organization.**
-

Should I be accepted into the Women in Leadership Program:

It is my understanding that the ABA's Women in Leadership Program is a learning experience that requires my attendance at ALL class sessions. I agree to this attendance.

Class meets from 8am – 3:30pm. Class dates for 2023 are:

- | | | |
|-----------------------|---------------------|-------------------------|
| ❖ Friday, February 24 | ❖ Thursday, May 25 | ❖ Friday, September 22 |
| ❖ Friday, March 31 | ❖ Friday, June 23 | ❖ Friday, October 20 |
| ❖ Friday, April 28 | ❖ Friday, August 25 | ❖ Wednesday, December 7 |

It is my understanding that the ABA's Women in Leadership Program includes three 1:1 Executive Coaching Sessions. I agree to schedule and engage in these sessions with Dr. Kortman.

Coaching sessions will be held in the months of:

- January
- July
- November

It is my understanding that the ABA's Women in Leadership Program includes personalized application focus areas. I agree to engage in and report progress in my individualized growth plans and in an adaptive challenge to benefit my organization. I agree to engage in a monthly collaborative trio for applications and networking.

Should I be accepted in this program, I agree to the time and commitments required.

___ Yes ___ No ___ Uncertain (please explain)

I have the full support of my employer for the time and commitments required to participate in the Women in Leadership Program.

___ Yes ___ No ___ Uncertain (please explain)

Candidate Name _____

Candidate Signature _____ **Date** _____

Please check when complete. Before turning in this application, I:

- Signed and dated the Candidate Agreement.**
- Confirmed completion of Nominator Recommendation.**



WOMEN IN LEADERSHIP PROGRAM

Nominator Recommendation

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

Program Nomination and Participation Criteria

This program takes a significant amount of time and commitment. Qualified individuals must meet the following criteria:

- Minimum of five years in construction management/leadership, not including internships.
- Hold position of increasing responsibility and leadership.
- Be nominated by their company's C-level management.
- Attend and engage positively in ALL Classes in 2023. Dates for classes include:

❖ Friday, February 24	❖ Thursday, May 25	❖ Friday, September 22
❖ Friday, March 31	❖ Friday, June 23	❖ Friday, October 20
❖ Friday, April 28	❖ Friday, August 25	❖ Wednesday, December 7
- Schedule and engage in three 1:1 executive coaching sessions with Dr. Kortman in the months of January, July, and November.
- Engage with a collaborative trio in a monthly check-in for applications and networking.
- Engage in application focus areas that further ongoing leadership growth and address an adaptive challenge to benefit your organization.

Program Payment

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

Will your company pay the cost? ____ Yes ____ No

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

PLEASE RESPOND IN THE SPACE PROVIDED

Describe the candidate's current leadership position.

Describe reason/s for recommending candidate.

Nominator Name _____

Nominator Position _____

Phone _____ **Email** _____

Nominator Signature _____ **Date** _____