



Elevate Your Influence

Women of Influence Inc. - the organization dedicated to the enhancement of professional women, partners with Knightsbridge - the experts in building leadership capacity, for a unique, year long program combining formal professional development and facilitated peer-mentoring groups.

Elevate Your Influence is a program designed for women who fit one of three leader community groups:

- ◆ High-potential emerging business leaders
- ◆ Entrepreneurs
- ◆ Trailblazers approaching the summit of their careers

Does this sound familiar?

You need to 'manage up' to attract attention and resources in your organization.

Your role has more accountability than authority and you need to get things done without direct control.

You are negotiating increasingly complex deals with more sophisticated partners.

You want to be seen as an attractive candidate for succession.

The ability to strategically influence across and outside your organization is increasingly identified as a key skill required for achieving business success. Elevate Your Influence provides you with Knightsbridge's thought leadership around successful influence in a two module learning experience, which is designed to help you leverage strategies and tools in influencing situations you are facing right now. Knightsbridge's facilitated peer mentoring sessions will provide a forum for you to engage with like-minded professionals. They are designed to facilitate the exchange of ideas, set goals and accountabilities, and provide you with a personal advisory group. You will also benefit from several one-on-one coaching sessions to gain candid feedback on your own influence style.

Why You Should Attend

Elevate Your Influence provides the rare opportunity for you to:

- ◆ Obtain critical influencing strategies and tools you can apply immediately
- ◆ Practice skills that will help you to thrive and make an impact in increasingly complex, matrixed business environments
- ◆ Gain confidence that you can have influence in arenas that you may not have previously considered possible
- ◆ Connect and network within a peer community through shared learning and experiences

Elevate Your Influence Program Outline

January – February 2010: Kick-Off & Formal Learning Module

- ◆ Elevate Your Influence Program Kick-off
- ◆ Learning Module 1 (joint session with all participants)
Key Take-Aways:
 - Increased insight into the levers of influence
 - A process for influencing outcomes and relationships
 - A better understanding of the impact of gender on the practice of influence
 - Insight from a peer community on how to successfully influence within and outside your organization
 - Greater self-awareness of how you influence others – Becoming a Woman of Influence

February – April 2010: Leader Communities

- ◆ Facilitated Peer Mentoring Groups (approximately 2 hours, once a month)
 - Three communities of leaders will be created including High-potential emerging business leaders; Entrepreneurs; and Trailblazers
 - Knightsbridge trained coaches will facilitate the leader community group discussions to encourage skill integration of influence strategies and techniques related to the particular challenges and opportunities within each leader group

May 2010: Formal Learning Module

- ◆ Learning Module 2 (joint session with all participants)
Key Take-Aways:
 - New insights about the nuances of influence in complex environments
 - A greater appreciation of the personal and organizational mindset required for successful collaboration
 - Applied tools to build and leverage your strategic network to maximize collaboration
 - A better understanding of the role gender plays in both recognizing collaboration opportunities and working together collaboratively
 - A broader perspective gained through a discussion with your peer community of strategies for making collaboration work inside and outside your organization

May, June, September, October 2010: Leader Communities

- ◆ Facilitated Peer Mentoring Groups (Approximately 2 hours, once per month)

November 2010: Program End Celebration

- ◆ Program Celebration with all participants

Throughout the Elevate Your Influence Program

- ◆ 3 one-on-one coaching sessions with a Knightsbridge Coach

Program Cost: \$6000.00 per participant

Registration Process: Space is limited to 30 participants (10 from each leader community group) on a first come first serve basis. Please note we reserve the right to cancel the program if there is insufficient enrollment.

Online Registration: www.womenofinfluenceinc.ca/elevate.html

Registration Deadline: January 15th, 2010

For More Information on the Elevate Your Influence Program contact elevateyourinfluence@knightsbridge.ca or Dina David from Knightsbridge directly at 416-928-4627

Elevate Your Influence Program Schedule

**Monday January
25th, 2010**

Program Launch & Introduction

- A breakfast event to launch the Elevate Your Influence Program and introduce participants to each other and the Knightsbridge facilitators and coaches
- 7:30 a.m. Breakfast and networking
- 8:00 – 9:30 a.m. Program Launch
- Location: Knightsbridge – 2 Bloor Street East, 31st Floor, Toronto

**Monday February
8th, 2010**

Learning Module One

- A half day learning module focused on Influence
- 8:00 a.m. – 12:00 p.m.
- Location: Knightsbridge – 2 Bloor Street East, 31st Floor, Toronto

**Late February
2010**

Leader Community Session

- 2 hour group mentoring sessions led by a Knightsbridge coach
- 3 separate groups will be created: High-potential emerging leaders; Entrepreneurs; and Trailblazers led by a coach suited to the particular opportunities faced by each leader community
- Discussion agendas are set by leader community participants with support from the coach
- Exact times and locations determined in consultation with program participants and coaches

**March & April
2010**

Leader Community Session

- Exact times and locations determined in consultation with program participants and coaches

**Monday May 10th
2010**

Learning Module Two

- A half day learning module focused on 2-way Influence
- 8:00 a.m. – 12:00 p.m.
- Location: Knightsbridge – 2 Bloor Street East, 31st Floor, Toronto

Late May 2010

Leader Community Session

- Exact times and locations determined in consultation with program participants and coaches

June 2010

Leader Community Session

- Exact times and locations determined in consultation with program participants and coaches

July

Program reprieve during summer months

August

Program reprieve during summer months

**Late September
2010**

Leader Community Session

- Exact times and locations determined in consultation with program participants and coaches

October 2010

Leader Community Session

- Exact times and locations determined in consultation with program participants and coaches

November 2010

Elevate Your Influence Program End & Celebration

Ongoing

One-on-one Coaching

- Each participant will benefit from 3 hours of one-on-one coaching by a Knightsbridge coach
- Times and locations will be determined by the coach and individual participants



Elevate Your Influence Faculty

The following are the anticipated Knightsbridge consultants and executive coaches for the Elevate Your Influence Program.

Learning Modules 1 & 2

Liane Davey, Ph.D. is a Principal and Central Region Team Leader for Knightsbridge's Organizational and Leadership Solutions Practice. She has 15 years consulting experience in the areas of Business Strategy and Leadership Effectiveness. Liane works with executives at some of North America's leading financial services, consumer goods, and healthcare organizations. Her areas of expertise include: facilitation of business strategy development; executive team effectiveness; leadership capacity and people strategy; and culture transformation and post-merger integration.

Liane is a dynamic speaker who has presented at numerous conferences and management retreats and has written articles for trade and academic journals. She holds an Honours Bachelor of Arts from the University of Western Ontario, and a Master of Applied Science and a Ph.D. in Industrial/ Organizational Psychology from the University of Waterloo. Liane has served on the executive of the Canadian Society for Industrial/Organizational Psychology and as a evaluator for the Ontario Psychological Association Psychologically Healthy Workplace Awards. Liane's first book, *Leadership Solutions* (Jossey Bass) co-authored with David Weiss and Vince Molinaro was released in Fall 2007

Tammy Heermann, M.Sc., brings over 10 years experience in consulting and HR leadership in Canada and overseas. Her focus has been on the design and facilitation of organizational and leadership strategy, leadership capabilities and leadership learning programs. Tammy draws upon the experience from her former roles in consulting and as head of Global Leadership and Employee Development, spearheading initiatives such as the design and global delivery of the KnightsbridgeMICA award winning Driving Results Coaching Program, and creation and global facilitation of learning programs such as Strategic Influence, Collaboration, Career Management, Change Management, Team Effectiveness, Strategic Agility, Presentation Skills, Performance Management and Recruitment & Selection.

As a practitioner, Tammy has been called upon to speak regarding progressive HR policies and culture on the Discovery Channel, CBC radio, The Globe & Mail, and the Sun. Tammy holds a Masters of Science degree from the London School of Economics specializing in Change Management and Strategic HRM, and an Honours Bachelors of Commerce degree with a double major in Marketing and HR from the University of Saskatchewan.

Leader Community Coaches & One-On-One Coaches

High Potential Emerging Leaders

Trish Maguire, MALT,CHRP, is an Associate Consultant with the Knightsbridge's Leadership Solutions and Career Management practices in Toronto. She has extensive experience in the areas of Organization Development, Human Resource Strategy, Labour Relations, Change Management and Talent Acquisition. Prior to joining Knightsbridge, Trish held executive HR roles in the education, manufacturing and service sectors spanning North America and Europe. Trish works in several areas within Organizational Effectiveness including organizational design, change management, leadership coaching and career management planning.

Some examples of her projects include: executive team development and coaching team leaders to enhance leadership capacity; alignment of organizational values and core competencies with high performance cultures; building employee engagement; development of human resource strategy that is aligned with corporate strategic plans; and personal coaching to enhance self-leadership, growth and results.

Trish holds a Master of Leadership and Training from Royal Roads University in Victoria, British Columbia.

Entrepreneurs

Catharine Larkin is Director, KnightsbridgeMICA Organizational and Leadership Solutions. Prior to joining Knightsbridge Catharine was a founding Partner of MICA Consulting Partners, Toronto. Catharine has over 25 years of experience in executive development, leadership, and team building. Her core expertise is in diagnosing key issues that enable executives and their teams to maximize performance. In this context she leverages her deep proficiency in coaching, executive development, facilitation, performance management, succession planning, and team and individual assessment. She is a Master Trainer in several disciplines and leverages these interdisciplinary in her approach.

Over the last 20 years, Catharine has worked as an Executive Coach with a specialization in the C Suite. She holds multiple certifications, although her life experience and industry exposure are her differentiators. She is highly intuitive, insightful and thought provoking and crafts a unique approach for each Executive. Straight talk, great sense of humour and thought provoking are adjectives often used to describe her style. Catharine has helped Executives adapt to the demands of a new role, cope with the new economic reality, re-direct unproductive behaviour, navigate the politics and work through interpersonal conflict.

Catharine holds degrees from the University of Toronto in languages, education and drama, and advanced standing from Laval University and Goethe Institute, Germany. She has been an adjunct faculty member at Rotman School of Business (non-degree HR and Leadership Development programs) since 1995.

Catharine is a co-author of "Type in Action" (February 2002), a comprehensive trainer's guide designed as a multi-sensory approach to MBTI training in corporate and educational settings. She is recognized as one of Toronto's top Executive Coaches and acknowledged by leading edge Talent Management firms such as Success Factors, as a thought leader in the leadership arena.

Trailblazers

Clare Cheesewright is a Principal with Knightsbridge. Prior to joining Knightsbridge she ran her own Executive Coaching and Consultancy business in the UK. During this time she coached at CEO and SVP levels across many business sectors, including engineering, packaged goods, retail, professional services, not for profit, publishing and local government. Clare has developed as a coach through a combination of rigorous psychology based training and high level career experience. She spent several years of her former corporate career on the board of two large organizations, and prior to that developed her managerial skills in organizations as diverse as Pepsi and the National Health Service. Clare has a challenging and thought provoking style which has resulted in lasting and transformational results for the teams and individuals she has worked with.

In addition to her degree and professional HR qualifications Clare was trained as a coach by Peter Bluckert, the current Chair of Ethics and Standards for the European Coaching and Mentoring Council. She went on to assist in the delivery of his coaching diploma, which was the first to be formally affiliated with a university in the UK.

Clare holds a B.A. English & Sports Science from the University of Birmingham and a Post Grad Certificate in Education from the University of Exeter. She is a Fellow of Chartered Institute of Personnel Development, University of Buckinghamshire and holds an Advanced Professional Diploma in Coaching.