



HARVARD | Professional
Extension School | Development

Women in Leadership: Dual Program for Rising Leaders and Their Managers

Organizations that actively promote a diversity of leadership styles, perspectives, and experiences within all levels of management consistently outperform their competitors.

The correlation is clear:

- Companies in the top 25 percent for gender diversity at the executive level are **27 percent more likely to see industry-leading performance** on longer-term value creation and economic profitability. On the other hand, companies in the bottom 25 percent are significantly more likely to perform below the industry average.
- Despite a real commitment to gender parity in the C-suite, **too many corporations struggle to find experienced, qualified women to promote into senior leadership positions.**
- The talent gap starts at the first rung of the corporate ladder: **Women make up 48 percent of all entry-level hires, but only 38 percent of first-level managers.** Fixing this “broken rung” is a critical step in building the truly diverse leadership structure necessary for institutional and financial success.



Why Worry about Gender Equity? Because:

- “ A diverse and inclusive workplace is central to a company’s ability to attract, develop, and retain the talent it needs to compete.”
- “ Diverse and inclusive groups make better quality decisions, often faster, and in a more fact-based manner, with less cognitive bias or groupthink.”

—McKinsey & Company,
[Delivering through Diversity](#),
January 2018

This intensive Professional Development Program at Harvard offers **actionable tools** and **a strategic roadmap** to foster and promote the success of women at all levels of corporate leadership.

“The biggest obstacle women face on the path to senior leadership is at the first step up to manager. . . . This early inequality has a long-term impact on the talent pipeline. Since men significantly outnumber women at the manager level, there are significantly fewer women to hire or promote to senior managers. . . . If women are promoted and hired to first-level manager at the same rates as men, we will add one million more women to management in corporate America over the next five years.”

—McKinsey & Company, [Women in the Workplace 2019](#).

The goal of this program is two-fold:

1. To empower emerging women leaders to create and implement a successful leadership roadmap to enhance their organizational effectiveness and advance their career path.
2. To develop key executive skills needed by senior leaders that advance their own career in leadership while simultaneously facilitating the success of emerging leaders in order to build their organization's talent pool of strong, diverse leaders.

Emerging leaders will benefit from a project they'll complete in the weeks following the program. The project includes developing an action plan to help them navigate their trajectory as rising leaders. This gives them a framework for their career plan and strategic view of how they can reach their goals.

In addition to on campus days, below is a pre- and post-program schedule

	Pre-Program Assessments 1–3 Weeks Prior	Post-Program Follow-Up 1–4 Weeks Post
Emerging Leaders	Complete: <ul style="list-style-type: none"> • preliminary self-assessment 	In the weeks following the program, emerging leaders will: <ul style="list-style-type: none"> • engage in web conferences to refine their strategic roadmaps and check in on progress and next steps. • receive individual consultation and coaching to help them overcome obstacles.
Senior Leaders	Complete: <ul style="list-style-type: none"> • leadership assessment for emerging leaders • vision statement about your organization 	

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www.extension.harvard.edu/professional-development/programs/

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