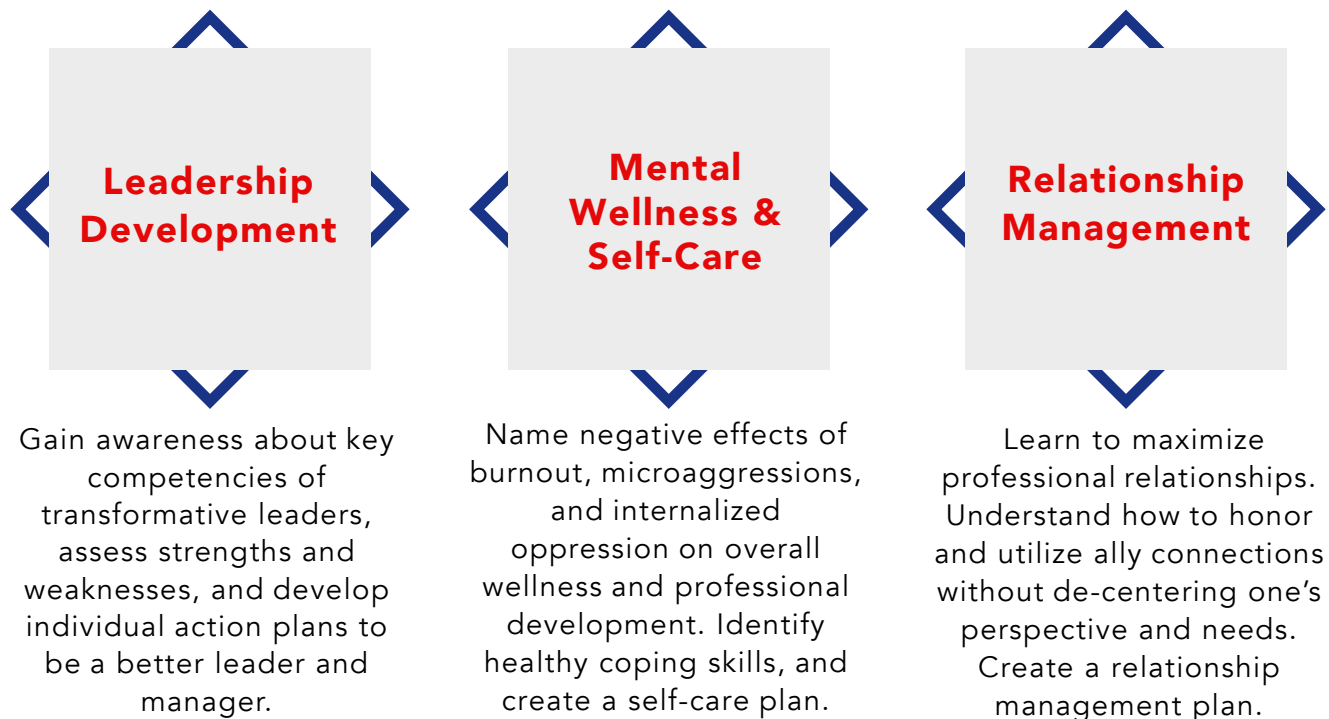


Black Woman Leading

A Knights Consulting LLC initiative

BLACK WOMAN LEADING® supports Black women throughout their career life cycle as they learn, heal and grow in their leadership capacity. Our programming is tailored by career level to provide just-in-time holistic support.

CORE FOCUS AREAS



THE CASE FOR BLACK WOMAN LEADING®

Black women sit at the intersection of gender and race bias in the workplace. The State of Black Women in Corporate America report indicates that Black women are having the worst experience of all at work (Lean In, McKinsey & Company 2020). This manifests as being underpaid, being underrepresented in leadership roles, and experiencing discrimination, amongst other obstacles. Despite this, the research indicates that Black women are still motivated to seek higher leadership roles in their organizations. The data clearly supports the need for unique responses to address the unique needs of Black women in the workplace.

BLACK WOMAN LEADING® is a timely response to address these issues, and supports organizations' efforts to promote diversity, inclusion, and equity in the workplace. Our programs are supported by the most current scientific evidence and research, and provides all participants with an extensive knowledge base integrated with real-life events to create a comprehensive learning experience.

Words from Participants

As a result of participating in the program, participants reported...

100%
would recommend

94%
able to immediately
apply learning

100%
feel more effective
as a leader

88%
improved self-care
practices



"When I signed up for the Black Woman Leading program, I was looking for the opportunity to connect with and learn from other Black women in leadership roles. The support I received in the program was priceless! By the end of the program, I had a clearer vision for my career and personal goals as well as new tools for navigating challenging relationships. I grew as a leader in my professional and personal life, formed meaningful connections, and had an amazing time in the process."

**TISHA ALFRED, Managing Director, Real Estate and Workplace Strategy
Natural Resources Defense Council**

"This program has been life-changing! I am truly owning my power in various aspects of my career, and it wouldn't have been possible without every woman in my cohort. COMMUNITY MATTERS, and I'm excited to continue to grow."

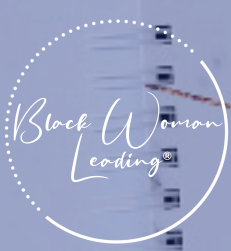
**JEWEL IFEGUNI, Technical PM, Mojang Studios
Executive Producer, You Matter Studios**

"Black Woman Leading@ was the most amazing experience! I thought I was just going to learn about being a more productive leader, but I actually gained so much more professionally and personally. All the toolkits, resources, materials made available--I have not experienced that in any other program that I have participated in before. I am blessed to have participated. I would do it again."

KAREN STAPLETON, EAP Regional Program Manager, FBI Headquarters

"What I loved most were the mastermind sessions, where I could present my real challenges and get feedback, strategies, and tools. I love that we were able to celebrate each other's successes, but also share vulnerable experiences in a safe place. There were other programs I was considering, but I totally needed this program first. I'm better equipped for my leadership journey ahead."

JHMIRA ALEXANDER, Executive Director, Public Narrative



Early Career Program

The Early-Career Program is designed for or early-career Black women professionals who aspire to become leaders in their organizations. Through training and group coaching, participants will build a strong foundation of essential leadership competencies to propel them forward in their careers.

Core competencies covered in this program include: Self-Awareness, Communication Skills, Influence, Resilience, Learning Agility, and Mental Wellness

1 Program playbook with preparation exercises including a DISC Leader assessment.

6 Closing reflection session with next steps action planning, digital badge + certificate

2 One ticket to the Black Woman Leading LIVE! in-person conference + retreat

7 Access to learning vault of on-demand trainings on core leadership competencies

3 Group kick-off orientation session

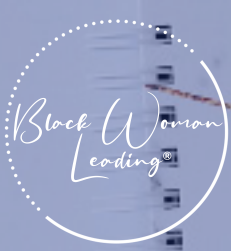
8 Participant deliverables: individual development plan & self-care plan

4 Four live training sessions for skillbuilding

9 Assigned peer growth partner to provide additional accountability and support

5 Three live small group labs for implementation

10 Community events and private Slack workspace to stay connected during the program



Mid-Career Program

The Mid-Career Program is designed for Black women, in mid and senior-level roles, who aspire to continue to grow into more senior leadership roles while centering their holistic wellness. Unlike a training program, the focus at this level is on career strategy in this phase of your career via peer learning, masterminding, and individual coaching.

Core competencies covered in this program include: Self-Awareness, Strategic Thinking, Personal Branding, Political Savvy, Strategic Relationship Building, Mental Wellness

1 Program playbook with preparation exercises including a DISC Leader assessment.

6 Three individual coaching sessions per participant

2 One ticket to the Black Woman Leading LIVE! in-person conference + retreat

7 Access to learning vault of on-demand trainings on core leadership competencies

3 Group kick-off orientation session

8 Participant deliverables: leadership development, self-care, and relationship management plans

4 Three live group learning sessions + leadership development plan work session

9 Assigned peer growth partner to provide additional accountability and support

5 Three live group mastermind sessions

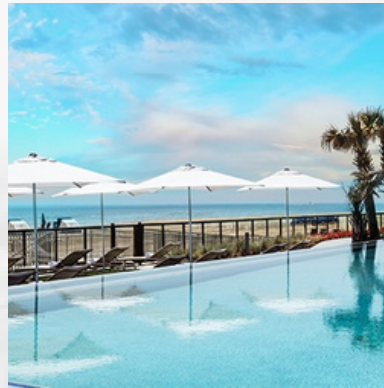
10 Community events and private Slack workspace to stay connected during the program

Black Woman Leading LIVE! Conference + Retreat

May 13-16, 2024

Marriott Virginia Beach Oceanfront, Virginia Beach, VA

Black Woman Leading LIVE! is the premiere event to help Black women professionals learn, heal, and grow in their leadership capacity. Designed by Black women for Black women, this intimate retreat + conference will provide a deep-dive into the heart work and head work needed for your holistic success.



MONDAY, MAY 13, 2024 Check-In and Get Connected

Check-in & get settled, set your intentions for the week, and begin to enjoy the amenities at our beautiful beach front resort. Later that evening, you'll network and connect with other participants at our welcome reception.

TUESDAY, MAY 14, 2024 FOCUS: Your Holistic Wellness & Leadership Effectiveness

Session content will focus on the "heart work" required to be a healthy, thriving leader. You will engage in peer support activities to process your workplace experiences, confront negative mindsets, build confidence, and strengthen your overall wellness. Additionally, through our learning sessions, you'll talk about your mental, physical, social, and emotional health and bridge the connection to how these aspects show up in your leadership identity and effectiveness.

BONUS: Your ticket includes entry to our special BWL Game Night for more fun, networking, and connection!

WEDNESDAY, MAY 15, 2024 FOCUS: Your Career Growth Strategy & Development Strategy

Session content will focus on your career growth and development strategy. You will confirm your strategy for increasing visibility, strengthening your personal brand, clarifying direction for forward movement, and managing professional relationships.

THURSDAY, MAY 16, 2024 FOCUS: Closing Reflections & Next Steps Action Planning

Using our signature Black Woman Leading® masterminding process, you'll tap into the collective wisdom of the community to create your plan for executing all your actionable takeaways from our time together. Before you leave our safe space, you'll take a moment to document your next steps on our action guide template so that you can maintain the momentum and begin to implement as soon as you return home.

***BONUS* THURSDAY, MAY 30, 2024 FOCUS: Virtual Accountability Call (7:00 - 8:30p ET)**

This supportive follow-up community call (via Zoom) will be an opportunity to reconnect, celebrate initial action steps taken, and provide support for you to tackle your goals while there's still some momentum from the event.

**A ticket to this event is included with enrollment in our programs.
Tickets for this event may be purchased separately at www.BWLretreat.com**