

SOAR for Black Women: Addressing the Both Race and Gender

Black women in corporate America today face more barriers to advancement than most of their workplace peers. These women lack role models at the top, given little support, and experience intensified discrimination. If these alarming trends continue, it will take years to recover the progress organizations have made towards building equitable workplaces. Now is the time to lean into your Black women leaders and give them opportunities to grow for future leadership positions. They're ready, show them you are too.

Intentional Investment with SOAR

Unique challenges require customized solutions to meet the needs and demands Black women face in the workplace. The SOAR program is an engaging learning experience that is designed to develop and supply your talent pipeline with "Ready Now" Black women leaders for promotion and advancement within your company. Through a targeted and integrated curriculum, participants will master how to create strategic networks, build team dynamics for cross-functional success, persuade with impact, influence through visioning, and negotiate successfully for their organizations.

Learning Outcomes

- Increased self-awareness driving behavior change
- Personalized leadership development plan
- Mastery of tactical skills designed to have an immediate impact in the workplace
- Enhanced strategic networks expanding visibility and exposure
- Game-changing confidence boost

Immersive Curriculum

- 3 learning domains: Personal Growth, 21st-Century Mastery, and Professional Growth
- Individually tailored based on personal multi-dimensional assessments
- Intentional to address specific barriers and gaps that hold Black women back at work

Environment

- Hybrid + peer-to-peer learning
- Black women-specific learning cohort
- 1:1 coaching opportunities
- Safe space for authentic discussion and dialogue to facilitate connection and growth
- Access to senior-level Black women

Delivery and Tuition

- 9 month leadership journey:
 - 2-day Kick-Off Retreat
 - 8 monthly day-long meetings
- Led by SOAR-certified facilitator
- Cost: \$8,000
- Registration now open for 2024 SOAR programs
- Delivered in Louisville, Kentucky



"The SOAR program played an integral role in my development, especially during an unprecedented year full of change and uncertainty. The program helped me peel the layers of understanding myself, what motivates me, how I communicate, how I build and nurture relationships, and a host of other components. As an emerging leader, it is critical to have tangible opportunities to learn and apply new knowledge. SOAR provided me with much more than I could have imagined." - Kettelyne Jozil | Sr. Analyst, Talent Management and Diversity and Inclusion | CSX

REGISTER ONLINE TODAY AT WWW.SOARLEAD.COM/REGISTER

