

LEADERSHIP DEVELOPMENT TAILORED FOR WOMEN WITH 10+ YEARS OF EXPERIENCE

LEAD WITH PURPOSE

ELEVATE YOUR INFLUENCE,
CONFIDENCE, AND CONNECTION



FALL
20
25

- ▶ Program Overview
- ▶ Mentors
- ▶ Leadership Coaches
- ▶ Partnership

SCALA
NETWORK
SUCCESS ON YOUR TERMS

ScalaNetwork.com

ELEVATE

OVERVIEW

Discover the power of authentic leadership by uncovering your unique voice and amplifying your influence within and outside of your organization. This program delves into practical strategies and innovative approaches to elevate your leadership skills. Through hands-on, collaborative workshops in a supportive and intimate setting, you'll gain actionable insights and techniques. Designed specifically for leaders with 10+ years of management experience, this program offers a transformative journey to deepen your impact and lead with confidence.

Take your leadership skills to the next level!

Why This Program?

- 1. Lead with Your Values:** Break free from the disconnect between your work persona and your true self. Learn how to lead with authenticity, clarity, and confidence by uncovering your unique value system.
- 2. Boost Your Confidence:** Overcome self-doubt and imposter syndrome. Discover practical techniques to elevate your presence, build credibility, and become a more effective communicator and negotiator within your organization.
- 3. Craft Your Personal Brand:** Stand out by defining and articulating your personal brand. Learn how to communicate your unique strengths and value, so you can confidently advocate for yourself and influence others.
- 4. Master Storytelling:** Stories are powerful tools that connect and inspire. Our high-energy workshops will equip you with the skills to use storytelling effectively, helping you engage your audience, align teams, and drive results.
- 5. Activate your Inner Resilience:** Discover strategies to reignite your passion and motivation, helping you find renewed purpose in your work and bringing fresh energy to your leadership.
- 6. Build a Leadership Toolkit:** Gain access to tools, strategies, and ongoing support from expert mentors and peers that will help you navigate leadership challenges, influence senior management, and foster resilience and self-care.

Who Should Join?

This program is perfect for leaders with 10+ years of management experience, who are looking to refine their leadership style, build meaningful connections, and lead with authenticity. If you're ready to step into your full potential and make a lasting impact, this program is for you



PROGRAM OVERVIEW

		FALL 2025-2026 ALL TIMES ARE EST*	
▶ Session 1	Program Introduction	Sep 16	2:30 – 4:30 pm
▶ Session 2	Authentic Leadership: Uncover Your Unique Value System	Oct 7	2:00 – 4:30 pm
▶ Session 3	Coaching Session to Refine Your Personal Values System		60 minutes
▶ Session 4	Lead with Confidence	Nov 4	2:00 – 4:30 pm
▶ Session 5	Activate Your Inner Resilience and Elevate Your Leadership Impact	Dec 2	2:00 – 5:00 pm
▶ Session 6	Storytelling: Creating a Deeper Connection with Your Audience	Jan 13	2:00 – 5:00 pm
▶ Session 7	Creating and Articulating Your Personal Brand	Feb 3	2:00 – 4:30 pm
▶ Session 8	Building Your Leadership Toolbox	Feb 24	2:00 – 4:30 pm
▶ Session 9	Setting Intentions for Your Leadership Journey	Mar 3	2:30 – 4:30 pm

* Eastern Standard Time

“ *Balance is not something you find; it's something you create.* ”

—JANA KINGSFORD



MENTORS

The purpose of Scala's networking and collaborative learning model is simple:

Ignite discussion

Our guest mentors encourage participation and conversation by:

- + Providing Fuel for Thought
- + Leading Round Table Discussions
- + Sharing Insights, Perspectives & Questions

Scala Network's mentors are the first to acknowledge setbacks and challenges in navigating their own roads to success. They share their own personal or professional anecdotes and experiences to provide real life perspective on session topics, engaging the group in conversation and creating a connectedness that deepens during the program.

Over the course of the program, you will have the opportunity to meet with each of the mentors to exchange ideas, share challenges that keep you up at night, and learn techniques to solve problems and harness your opportunities to grow as a leader.



Christina Greenberg
Founder, President

THE VISION: Christina is committed to developing well-rounded, authentic leaders. Her approach helps them to build on their strengths, gain confidence, strive for balance and wellness in work and life and ultimately find career happiness. Her genuine desire to see women achieve their best and reach their full potential as leaders has put many on a positive path of self-discovery and growth. In 2012, she launched Scala Network, an organization offering innovative leadership training programs for women that combine practical skills development with inspirational mentors and networking opportunities.



FALL 2025 MENTORS TO BE CONFIRMED SOON

Winter 2025 Mentors



Amisha Parikh
Vice President, Product
Strategy, Cyber and
Intelligence Solutions
Mastercard



Janet Lin
Vice President, Lending and
Payments Technology
Equitable Bank



Julia Cartwright
Chief People Officer
Rain Cage Carbon



Leslie McGill
President and CEO
MedicAlert Foundation
Canada



Sara Clodman
Chief Public Affairs and
Governance Officer
Canadian Marketing
Association

2024 Mentors



Deborah Adams
President,
Harbinger



Ginelle Skerritt
Chief Executive Officer
York Region Children's Aid
Society



Nathalie Clark
EVP, General Counsel &
Corporate Secretary
Aurora Cannabis Inc



Pattie Lovett-Reid
Chief Financial Commentator
Home Equity Bank

PROGRAM
PARTNER

ENVIRONICS
ANALYTICS

Program Introduction

1

September 16
2025

2:30–4:30 pm
EST

In this session, you will meet and network with other participants and our mentors who will lead discussions and share personal insights during parts of the program. We will provide an overview of the program workshops, and discuss how the coaching sessions and the practice of reflection and journaling will help you to apply the learning in your personal leadership journey.

“

*All dreams are within reach. All you have to do
is keep moving towards them.*

—VIOLA DAVIS

”

Authentic Leadership: Leading with Your Values

2

October 7
2025

2:00–4:30 pm
EST

Why do many of us “show up” differently at home and at work? Leaders often adjust their work persona in an attempt to be the person they feel they’re expected to be. Juggling this dichotomy is not only exhausting, but the inconsistency can be confusing to your team, and could negatively impact trust, accountability and business results. Developing a greater awareness of your values will help you to make choices with greater clarity and confidence and to lead your team with authenticity.

Part 1 —

Uncover your unique Value System

Prior to this session, you will complete a 30-minute online values assessment and discover your own unique values. As a group, you will learn how your values operating system can support your decision-making and effectiveness as a leader.

Part 2 —

Coaching session to refine your Personal Values System

In a one-on-one session with a certified Pursuit Values coach, you will refine your personal values system and priorities.

3

60 minutes

4

November 4
20252:00–4:30 pm
EST

Lead with Confidence

Step into your full potential as a leader by conquering self-doubt and embracing your unique strengths. Through engaging discussions and practical exercises, you will learn how to elevate your presence and impact within your organization.

In this session, explore the following topics and take away ideas to apply in your own life:

- + We all have them – those nagging self-doubts and feelings of inadequacy. While completely normal (and more common than you think), it is important to gain perspective on those emotions and not let them override your achievements and successes. Learning how to embrace your inner strength and adopting a positive mindset are key to overcoming any feelings of “imposter syndrome” you might have.
- + Build credibility and influence in your company by joining new initiatives to gain profile, collaborating with others to be exposed to new ideas, and being more intentional about advocating for yourself.
- + Become a more effective negotiator by learning practical skills that will help you to prepare for and conduct effective conversations with your manager, with your team members and with peer leaders and teams across your organization.

Activate Your Inner Resilience and Elevate Your Leadership Impact

5

December 2
2025

2:00–4:30 pm
EST

Discover strategies to reignite your passion and motivation, helping you find renewed purpose in your work and bringing fresh energy to your leadership.

In this session, we will discuss opportunities and ways to:

- + Establish boundaries by learning to articulate and communicate your priorities and limits in order to achieve balance and build resilience for you and your team.
- + Get unstuck and motivate yourself to experiment with strategies that will help get your spark back, to find renewed purpose in your work, and bring improved energy to your team.
- + Explore the mindset, strategies, and skills needed to take risks, empowering yourself to lead with courage.

Storytelling: Creating a Deeper Connection with Your Audience

6

January 13
2026

2:00–5:00 pm
EST

Storytelling, at its core, is how humans communicate in all aspects of their life. In business, sharing a story of your personal experience and learning can be a compelling way to inspire your audience and, at the same time, strategically align people around your vision. Stories shape how your audience thinks and feels and helps them to make the connection to their own potential contribution in achieving organizational goals. Research shows that messages delivered as stories can be up to 22 times more memorable than just providing the facts. Emotion is truly the fast lane to the brain.

In this session participants will:

- + Take part in a high energy, hands-on workshop to learn and apply storytelling skills.
- + Discover how being memorable is all about being real and vulnerable.
- + Learn how to offer insights about yourself to be both authentic and engaging and observe how storytelling allows your personal brand to shine through.

Participants will take away:

- + Best practices on the fine art and science of story structure.
- + When and how to use stories effectively.
- + Methods to engage and connect with the audience through well told stories.

Creating and Articulating Your Personal Brand

7

February 3
2026

2:00–5:00 pm
EST

Developing your personal brand is an important exercise in discovering and articulating the value you bring to others and to your organization. Learning to communicate your value and unique personal brand with confidence will help you to build visibility and elevate your presence when it comes time to advocate for yourself or influence others. This session will give you an opportunity to reflect on your purpose and strengths and use proven techniques to personalize and differentiate your brand story.

In this session participants will:

- + Take part in and be coached through intensive exercises that focus on YOU.
- + Discover your positive, relevant and unique traits that differentiate you.
- + Explore frameworks that will help you to articulate your personal brand effectively.

Participants will take away:

- + Define your unique identity and describe your superpowers.
- + Communicate your personal brand AND elevate your presence.

Building Your Leadership Toolbox

8

February 24
2026

2:00–4:30 pm
EST

Over the course of this program, you will put into practice and experiment with new approaches and ideas from the workshops. You will also have the opportunity to deepen your learning through your personal coaching sessions and your journal reflections. This session is an excellent opportunity to explore new questions and ideas that arise throughout the program that you wish to discuss with your fellow participants and our mentors.

Prior to the session, we will give participants an opportunity to identify topics that they would like to explore further, both individually and as a group. Topics could include further discussion on leadership challenges such as navigating change and influencing senior management and also extend into topics such as team leadership, self-care and work-life harmony. Our mentors will lead the discussion to ensure everyone gets the most out of the conversation.

Setting Intentions for Your Leadership Journey

9

March 3
2026

2:30–4:30 pm
EST

Participants will complete a final reflection exercise prior to the session. As we meet online for our last session, each person will share their insights and goals. This is also a great opportunity to tap into additional insights and learning from our Mentors. We encourage our participants to continue to network with each other and with the mentors after the program has ended, in order to share learning and seek support in their personal development as a leader.

Become a Scala Network Partner

Are you looking to invest in your women leaders? Do you have products, tools and resources that could add value to our events and to our attendees? If so, we would love to have a conversation with you about becoming a Partner.



We collaborate with your team to devise customized activations that uniquely position your organization and engage our network. As a Partner of our ***Take the Lead*** Series, your investment covers the cost of registration for a women leader from your organization as well as sponsoring the registration cost for a woman in transition. Partners are profiled in our program promotions online and at the event, and have the opportunity to provide collateral materials to participants. We also offer Partners editorial opportunities to share thought leadership content with our entire network.



Organizations that prioritize the advancement of women:

- Report revenue growth up to 61% higher than other organizations
- Demonstrate more innovation
- Lead their field in customer satisfaction
- See better employee satisfaction and retention rates

Women in Leadership
IBM, 2021

For more information on becoming a Partner with Scala Network and the *Take the Lead Series*, please contact Christina Greenberg at christina@scalanetwork.com

PARTICIPANT REGISTRATION

\$1595
+ HST

+ Registration includes one coaching session, with the option to add three additional one-hour sessions, a values operating system assessment, as well as access to senior leaders for group mentoring.

+ Connect with 5 senior executives who will lead small group discussions and share their leadership best practices with the cohort.

Please note: Attendance is limited and we only accept one registration per company to ensure open discussion and confidentiality.

**Personal
Coaching
Session**



**A Values
Operating
System
Assessment**



PERSONALIZED COACHING SESSIONS

Enhance your experience with the option to add three additional one-hour coaching sessions. You'll be paired with a dedicated Executive Leadership Coach who will offer tailored guidance to help you achieve your personal leadership goals. Whether during or after the program, these sessions are designed to provide the support you need to maximize your growth and success.

MENTOR MEET UPS

In addition to the program training sessions, we invite current participants and graduates of *Take the Lead* programs to join us for ongoing networking events to make new connections and to continue the conversation on leadership.

We'd love to hear
from you.

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