



LEADERSHIP DEVELOPMENT

OUR UNIQUE AND INTIMATE EXECUTIVE PROGRAM PREPARES
YOU TO ADVANCE TO THE NEXT LEVEL IN YOUR CAREER

LEADERSHIP ONLINE PROGRAM

WINTER 2025

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Invest in Women Leaders.

Although we have made great strides towards gender parity, women leaders continue to face barriers in many organizations. Yet countless studies indicate that businesses are more profitable and employees are more satisfied and productive under the leadership of gender-balanced management teams. At Scala Network, we believe that investing in the development of women leaders will help businesses to succeed in a time of major upheaval in our workplaces and have a tremendous positive effect on our economy and future generations of women.

Take the Lead is a series of programs that we have developed for women who are ready to take the next step in their careers. In our **Leadership Development** program, you will gain awareness of your current attitudes and strengths and learn techniques and solutions that will help you to grow as a leader.

Our leadership programs are interactive and collaborative allowing participants to share and network with other women leaders, and to learn from and be inspired by Senior Executive Mentors. In this intimate and supportive environment, we will challenge assumptions, share leadership wisdom, and learn about individual leadership styles, strengths, and personal potential.

We hope that organizations such as yours will invest in their women leaders by nominating someone to attend the **Leadership Development** program.

Thank you in advance for your support!

Warm regards,

Christina Greenberg

PRESIDENT, SCALA NETWORK

Program Overview

Winter 2025 Dates

> Session 1	Program Introduction	Jan 29	3:00 – 4:30 pm EST
> Session 2	Standing Strong in Your Leadership Strengths	Feb 12	1:30 – 4:30 pm EST
> Session 3	Advancing Leadership: How the Skills of Emotional Intelligence Advance the Success of Everything You Do	March 6	12:00 – 4:30 pm EST
> Session 4	The Value of Self-Confidence to Your Success	April 3	2:00 – 4:30 pm EST
> Session 5	Building Your Leadership Toolbox	April 24	2:00 – 4:30 pm EST
> Session 6	Activating Your Leadership	May 8	2:30 – 4:30 pm EST



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.

Winter 2025 mentors to be confirmed soon.

Fall 2024 mentors



Chinyere Eni-McLean
Head RBC Origins
RBC



Christine Wilson
Chief Talent and
Enablement Officer
OMD



Elisa Goldlust
Strategic Marketing &
Customer Experience
Consultant



Michelle McCoubrey
Vice-President,
Field Operations
Bell Canada



Tracy Deans
Business Development Head
AgentsC

Winter 2024 mentors



Sartaj Sarkaria
Chief Executive Officer
Holstein Canada



Emily Shapiro
Director, Assurance Learning
& Development
PwC Canada



Merjane Schoueri
Consultant
Open Fields Strategy



Danielle Turpin
Transformation & Change
Management
OCS



Sonia Whiteson
Vice President, Banking,
Mobile, Youth &
New Client Growth
RBC

Program Partner

ENVIRONICS
ANALYTICS

Program Introduction

1

**January 29
2025**

**3:00 to 4:30 pm
EST**

In this session, you will meet and network with other participants and our mentors who will be facilitating discussions and sharing personal experience and insights during the program. We will also provide an overview and roadmap for the program, and set the expectations for participating and getting the most of this hands-on learning experience together.

Standing Strong in Your Leadership Strengths

2

February 12
2025

1:30 to 4:30 pm
EST

Discover and find language for the unique strengths that are working for you today. Gain insight on what's holding you back from giving your best more often.

- Are you clear on the specific leadership strengths that are driving your success today?
- Do you know how you uniquely captivate and motivate others?
- How do you influence and inspire?
- Are you aware of what gets in your way?

In this session participants will:

- + Explore a framework that will help you lead brilliantly in today's complex environment
- + Generate insight on the strengths and limitations of 5 Critical Leadership Competencies
- + Build self awareness of your unique strengths
- + Gain wisdom from the stories and experiences of senior leaders

Participants will take away:

- + A powerful framework that illustrates the different ways you can lead, allowing flexibility and agility to apply the right leadership style in each situation
- + Greater grounding and confidence in your unique combination of leadership strengths
- + New bonds and relationships to build on in future sessions

Advancing leadership: How the Skills of Emotional Intelligence Advance the Success of Everything You Do

3

March 6
2025

12:00 to 4:30 pm
EST

Do you know what separates successfully performing leaders from average? It's widely known that Emotional Intelligence is a differentiating factor. But what is it? What does it look like? And how can you get it?

In this session participants will:

- + Learn about the neuroscience of emotions and the science of emotional intelligence.
- + Understand why emotional intelligence is a critical skill set for success in any career or endeavor; especially in leadership roles.
- + Discover a powerfully simple model for learning emotional intelligence that will elevate your influence and effectiveness.
- + Learn how to calm yourself in conflict situations.
- + Build lasting connections and trust with your peers, team and managers.
- + Identify patterns and triggers that either drive or derail your performance.
- + Generate insights on your personal emotional intelligence strengths and gaps.

An emotional intelligence assessment & a one-hour personal debrief is included with the program.

The Value of Self-Confidence to Your Success

4

April 3
2025

2:00 to 4:30 pm
EST

As women, we play many roles in life and at work. At times, we have, or modern society imposes on us, unrealistic expectations of what success should look like, and our ability to achieve success is often linked to our self-confidence.

In this session, we will explore common challenges and opportunities to put your self-confidence into action. Mentors will lead each of the discussions in small groups, allowing you to tap into their wisdom and experience and to share ideas and questions with your fellow participants.

- + Negotiating for yourself.
- + Silencing your inner critic.
- + Growing your network inside and outside your organization.

Building Your Leadership Toolbox

5

April 24
2025

2:00 to 4:30 pm
EST

Over the course of this program, we encourage participants to reflect on their own personal challenges and development opportunities as a leader. In this session, you will explore ideas and questions with your fellow participants and our mentors and identify skills you would like to add to your personal leadership toolbox.

Session Format:

We will give participants an opportunity to select topics that they would like to explore further, both individually and as a group, and our mentors will lead the discussion to ensure everyone gets the most out of the conversation.

In past *Leadership Development* programs, topics for this session have ranged from Having Difficult Conversations, How to Influence & Persuade Others, Work-Life Harmony, Self Confidence, Conflict Management and many more.

Activating Your Leadership

6

May 8
2025

2:30 to 4:30 pm
EST

Prior to this session, you will reflect on your learning and create a powerful vision for yourself as a leader and set intentions for what you will accomplish:

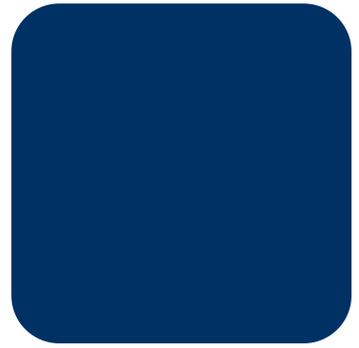
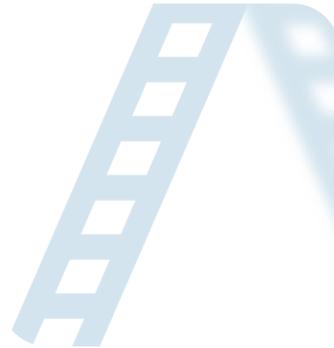
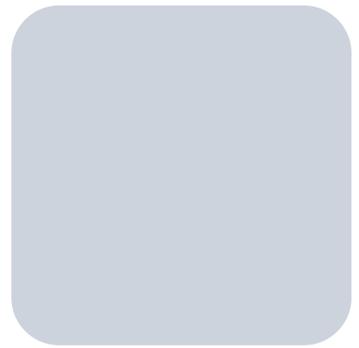
- + Build a picture of the leader you strive to be
- + Define the journey that will allow you to achieve that vision
- + Develop your goals and the steps needed to accomplish them
- + Co-create a plan with other leaders on how you can support each other in ongoing fulfillment and success

Session Format:

As we meet for our last session, each person will share their intentions and goals. This is also a great opportunity to tap into additional insights and learning from our mentors and provide any feedback on the program experience. 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

- + Registration includes access to senior leaders for group mentoring
- + Invitation to join Scala's *Take the Lead* LinkedIn group to stay in touch with program peers, mentors, and receive links to great articles and leadership resources
- + Emotional Intelligence assessment & personal debrief coaching session

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

10-Year
Anniversary
Special Pricing

\$1295 + HST

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.

SCALA
NETWORK
SUCCESS ON YOUR TERMS

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