

SIMMONS SCHOOL OF MANAGEMENT
BOSTON, MASSACHUSETTS

Executive Education

SIMMONS



“By choosing to partner with Simmons SOM, we’re providing Verizon women with the opportunity to attend a challenging and compelling workshop that mirrors Simmons’s vision of ‘educating women for power and leadership.’”

TERRI GRIMES, SENIOR STAFF CONSULTANT, VERIZON

SIMMONS EXECUTIVE EDUCATION

redefining workplace leadership

A recent Simmons School of Management (SOM) survey of successful businesswomen reveals a different model of workplace leadership: A majority of the women surveyed say that being “in charge of others” is not what motivates them. Women desire to exercise power *with* others and not simply *over* others. Making a difference — often through a collaborative approach — is more important to them than expanding turf. At the same time, women are very ambitious. They want to have influence at the highest levels in setting the agenda, the direction, and the priorities of a company or organization.



Simmons Executive Education specializes in preparing women leaders for success. Our programs help participants to assess their leadership capabilities; hone essential leadership skills, including negotiation, team building, and influencing; and develop concrete strategies for their career advancement. They also help women to understand subtle gender dynamics in the workplace and develop effective strategies for managing these dynamics for their own success. Our innovative business curriculum integrates research conducted by Simmons’s Center for Gender in Organizations (CGO) with learning methodologies that enable participants to practically apply new concepts and skills. Our internationally recognized faculty, rigorous curriculum, and stimulating learning community of high-performing women, guarantee a transformative educational experience.



The Simmons Experience

Founded in 1973, the Simmons School of Management is a leading authority on women, leadership, and management. We are focused on supporting the advancement of women into leadership roles in business, government, and nonprofit organizations. We also serve as a unique resource to organizations committed to the development, advancement, and retention of women leaders.

- **The Simmons MBA program** is the first business program in the world specifically designed for women. Our rigorous curriculum includes courses in business fundamentals, strategy, entrepreneurship, and global economics as well as leadership and behavioral courses, including negotiations, change management, and communications.
- **The Center for Gender in Organizations (CGO)**, our research arm, is committed to improving organizational effectiveness by strengthening gender equity in the workplace. Founded with the help of a Ford Foundation grant, CGO is an international resource for scholars, executives, and practitioners in all fields.
- **The Annual Leadership Conference** is the world's premier leadership event for women, consistently attracting world-class leaders from business, government, education, media, and the arts. The conference is a generous source of SOM scholarships. This exceptional networking event has featured a roster of inspirational leaders, such as Carly Fiorina, Madeline Albright, Jane Goodall, Benazir Bhutto, Barbara Walters, and Oprah Winfrey.

FACULTY

SOM faculty are distinguished educators, business leaders, authors, consultants, analysts, and researchers. Their areas of expertise cover a wide range of disciplines, from leadership and organizational behavior, to finance and technology, diversity management, and global economics. They are experts at teaching women and are leaders in cutting-edge research on gender dynamics in organizations. They advise numerous corporate, government, and nonprofit organizations. Top media outlets including CNN, NPR, *The Wall Street Journal*, and *BusinessWeek* regularly interview SOM faculty on strategic business topics as well as on issues affecting women in business.

URBAN RETREAT

Simmons Executive Education programs take place at Simmons's School of Management campus, which is housed in three Victorian brownstones in Boston's elegant Back Bay neighborhood. Modern academic technology and historic architectural detail converge in our intimate learning environment. Program participants stay at a luxury hotel located nearby. Numerous Boston attractions are within walking distance, including fashionable Newbury Street, the Museum of Fine Arts, Fenway Park (home of the Red Sox!) — and the Simmons main campus. Fanueil Hall Marketplace, the Boston Harbor, and Cambridge are a short subway ride away.

open enrollment programs

Simmons Executive Education offers several program options for middle- and senior-level women managers who are ready to assume increased leadership responsibility within their organizations. We provide a dynamic, hands-on educational experience that includes case study discussions, role-playing exercises, peer experience sharing, and personal coaching sessions.

Simmons Executive Education alumnae describe our programs as “rigorous, transformative, and energizing.” Participants leave with the strategies, confidence, and vision for being more effective leaders.

INVESTING IN WOMEN LEADERS

Organizations are increasingly recognizing the need to move women into leadership positions — and to develop strong leaders in order to stay competitive. Simmons Executive Education programs attract diverse clients, including regional businesses, national and multinational corporations, federal agencies, and nonprofit organizations. A sample of the clients that have participated in our programs includes:

ABC/Disney	Marriott
American Century Investments	MasterCard
Best Buy	NASA
Dana-Farber Cancer Institute	Nissan
EMC Corporation	Pfizer
Gillette	Scandinavian Airlines
Harvard University	Shell Petroleum
Houghton Mifflin	Toyota
Internal Revenue Service	Verizon
John Hancock Financial	Xerox

Strategic Leadership for Women (SLW)

September 25–29, 2006

September 24–28, 2007

This innovative program teaches key leadership competencies including negotiation, team building, and communication—with an emphasis on how gender dynamics impact organizational behavior and workplace culture. Participants learn how gender affects their ability to take on leadership roles and how to strategically make their contributions visible and valued. SLW is our flagship leadership program and draws women from varying functional areas, and a wide variety of industries.

As a SLW participant, you will:

- Gain perspective on your leadership style and identify ways to strengthen your practices via a 360° assessment tool.
- Analyze real case studies that highlight women protagonists and apply newly learned skills to reinforce learning.
- Understand how strategic mentoring can impact your career and the careers of others in your organization.
- Receive personal coaching on specific leadership issues, challenges, and career aspirations.
- Learn best practices for integrating work and personal life.
- Develop career strategies, including an action plan that allows you to create the conditions for your own success.
- Network with senior-level women executives from a variety of industries.

“I have never been so affected by a training program like this one. It touched my mind and heart and will stay with me always. I go back to my career with a new sense of inspiration, confidence, and vision.”

BETH HUMPHRIES, DIVISION CHIEF, NASA,
JOHNSON SPACE CENTER

For our Executive Education program fees as well as scholarships and special discounted rates, please visit our web site at www.simmons.edu/som/executive.



The Negotiation Edge: Effective Strategies for Women*

November 13–15, 2006

April 9–11, 2007

November 12–14, 2007

Taught by negotiation expert Dr. Deborah Kolb, this powerful, practical negotiation workshop is designed especially for women. Participants learn more than how to make good deals; they develop effective strategies for dealing with everyday negotiations, including ways to bring reluctant negotiators to the table, address challenges to their legitimacy, and problem-solve and manage conflict in the most creative ways possible. Our hands-on curriculum includes case study discussions of real women leaders' negotiation dilemmas, as well as role-playing exercises and videotaped simulations.

As a participant, you will:

- Learn to identify and manage the hidden agendas in negotiation, including the role of gender.
- Develop strategies that encourage others to negotiate with you and that help you deal with challenges.
- Learn how to position yourself and others to establish connections so that negotiations can be conducted on more collaborative terms.
- Work on real negotiation problems and get expert feedback so that you leave with clear-cut action strategies.
- Enhance your influence and bargaining power so that you can make your value visible and achieve measurable results.



Dr. Deborah Kolb is the Deloitte Ellen Gabriel Professor for Women and Leadership at the Simmons School of Management and co-founder of Simmons's Center for Gender in Organizations. The former executive director of the Program on Negotiation at Harvard Law School, she is now a senior fellow there where she co-directs the Negotiations in the Workplace Program. An authority on gender issues in negotiation and other forms of conflict management, Dr. Kolb is the co-author of *Her Place at the Table: A Woman's Guide to Negotiating Five Key Challenges to Leadership Success* and *Everyday Negotiations: Navigating the Hidden Agendas in Bargaining*.

“Dr. Kolb taught participants techniques to position themselves well — to figure out the other side's agenda, devise an alternative if you can't reach agreement, and plan to deflect moves that put you on the defensive.”

JOANN LUBLIN, *THE WALL STREET JOURNAL*

*The Negotiation Edge may be delivered at your organization. Please contact us for details.

custom programs

WORKING WITH INDUSTRY LEADERS

Our custom programs prepare women to be influential leaders and to position themselves for success in their organizations. In addition, we help organizations develop workplace cultures and practices that are supportive of women. Our custom clients are committed to advancing the leadership potential of their women in their organization. Moreover, they recognize the need to develop and retain versatile, savvy leaders in order for their organizations to remain competitive in today's high-speed, complex business environment.

Our impressive client portfolio includes diverse corporate, federal, and nonprofit organizations, ranging from finance and consulting services, to manufacturing, telecommunications, and life sciences. They include Fortune 500 companies such as Deloitte, Eli Lilly, Time Warner and Verizon.

OUR APPROACH

Our collaborative, strategic approach to creating and delivering custom leadership development programs includes four phases: an initial needs assessment; program development and design; program delivery; and, program evaluation and follow up. Simmons's faculty partner with clients to evaluate the needs of the organization, as well as the needs of the individual managers and leaders. Together we determine goals and gain perspective on your organization's competencies and culture. Our collaborative research ensures that the program we deliver furthers your organization's strategic goals, business objectives, and requirements for the retention and advancement of women leaders.

PROGRAM CONTENT AND OUTCOMES

Our innovative curriculum provides new frameworks and tools, with an emphasis on ways to recognize and negotiate the gender dynamics that impede business success and impact workplace culture and practices. In addition to case study discussions, role playing exercises, and personal coaching sessions, our custom programs use a 360° leadership assessment tool to help participants gain perspective about their leadership strengths and areas for development.

Programs range from one-day workshops to weeklong courses, taking place at Simmons or on site at your organization. Our program evaluation and follow up will help you determine next steps so your organization can move forward with an actionable business plan.

GETTING RESULTS

Custom clients who partner with Simmons report:

- Greater retention and promotion of high-performing women employees;
- Increased job satisfaction and productivity;
- Shared learning across their organizations; and
- Stronger networks for women and their companies.

Custom clients include:

Deloitte & Touche
Eli Lilly
Time Warner
Verizon



For more information about Simmons Executive Education custom programs, contact the director of Executive Education, at 617-521-3869 or at executive@simmons.edu.

“Growing a strong pipeline of talented women leaders is something that I am committed to and feel very passionately about. I actively participate in the Breakthrough Leadership program and find it very rewarding to give back and connect with some of the exceptional women whom I otherwise would not meet. I must say it has to be one of the most rewarding experiences of my career.”

PAT FILI-KRUSHEL, EXECUTIVE VICE PRESIDENT OF ADMINISTRATION, TIME WARNER



Promoting Women Leaders at Deloitte

In 1999, when Deloitte & Touche USA LLP — a professional services firm with more than 30,000 employees — partnered with Simmons to create an executive education program, women represented less than 10 percent of the firm's leaders. Deloitte knew they could do better.

Deloitte chose Simmons because our progressive thinking and expertise about women, leadership, and organizational effectiveness supported their company-wide, strategic effort to retain, develop, and advance a greater number of women leaders. Leading Edge, a five-day program, helps Deloitte's women partners

develop a framework for leadership; assess their leadership potential; and strengthen their leadership, negotiating, and networking skills. Simmons faculty work closely with Deloitte leaders — male and female — to ensure that Leading Edge content supports the firm's current practices and expectations. For example, case studies and exercises are based on actual Deloitte scenarios.

To date, more than 180 Deloitte women have participated in Leading Edge. Alumnae credit the program with increasing their abilities to make focused career decisions and to better negotiate elements that support their overall career success.

Educating Women for Power and Leadership

“Life changing! Faculty are superb and totally connect with the participants. Fantastic program.”

LINDA CARTER, STORES MANAGER, XEROX CORPORATION



SIMMONS

Simmons School of Management
Executive Education
409 Commonwealth Avenue
Boston, MA 02215
Phone: 617-521-3835
Fax: 617-521-3880
executive@simmons.edu