



## Women in SETT Leadership Program

The Canadian Centre for Women in Science, Engineering, Trades and Technology delivers professional development workshops tailored to early to mid-career female engineers, scientists and technologists in science and technology based sectors. In the Program, managers and leaders also have the opportunity to cultivate and advance inclusive and respectful workplaces.

### *Why a Women in SETT Leadership Program?*

- Career and leadership development is essential for anyone who wants to develop a successful and fruitful career;
- There have been an increased number of women earning degrees in technical fields in the past 30 years, but the number of women in leadership positions has not followed suit;
- Sometimes women are unaware of systems' rules and informal practices and don't ask. Women leave technical fields at faster rate than men;
- Organizational challenges now require leadership skills appropriate to succeeding in complex, dynamic environments and in developing inclusive workplaces.

### *Who will find this program valuable?*

A government or industry organization, union or association can select a cohort of technical women in early to mid-career professional and management positions to participate in a series of one-day modules. Each module focuses on a particular area of development in ways that build on the knowledge and skills developed in previous modules.

Our specialists will work with you to develop the location and schedule that works for your organization. Our facilitators are experienced SETT leaders, and can tailor the sessions to a particular sector or organization if desired.

Skills developed through the WinSETT Centre's Women in SETT Leadership Program are relevant to leadership competency frameworks that include such elements as communication, collaborative problem solving, self management, innovation, networking, and leader-manager competencies. An additional workshop series supports managers and leaders in creating positive workplaces to enable diverse employees to contribute their best.

### **Module 1: Becoming Leaders: An Introduction to Leadership Skills and Strategies**

This module, delivered 18 times across Canada by May 2013, provides information and active engagement of participants to

- Increase awareness of factors that influence career and leadership success
- Gain confidence in making career and leadership development choices
- Share and acquire useful tips and strategies
- Develop a preliminary action plan to advance personal leadership potential
- Network with other women with a variety of experiences in SETT sectors

**Module 2: Effective Communications for Women in SETT (in delivery)**

This workshop will enable participants to discover and tailor their own communication style and strengths to more effectively convey their ideas and solutions, exchange information and gain recognition. They will also discover good methods for resolving misunderstanding and potential conflict situations.

**Module 3: Negotiating for Success (in delivery)**

Participants will gain awareness of the many workplace situations in which negotiation takes place and learn about the underlying factors that can affect their personal effectiveness and outcomes of those negotiations. They will then practice methods to advance their own skills to negotiate for opportunities, resources to enhance productivity, recognition, financial benefits, promotions, and access to networks.

**Module 4: Networking, Mentors and Sponsors (in development)**

This module describes the importance of networks, their context, how to develop and strengthen networking skills, elegant positioning for advancement, and how to leverage your network in support of your career goals. The workshop will also describe the different kinds of mentors, coaches and sponsors and how to mutually benefit from those relationships.

**Module 5: WinSETT Leadership and Change (to be developed)**

Participants will gain an understanding of technical and adaptive change and transition, collaborative approaches to change management, and interactive sessions to develop strategy sets and implementation strategies for organizational change.

**Module 6: Leadership and 21st Century Challenges (to be developed)**

Participants will explore effective strategies and skills for leading or contributing to an organizational initiative (e.g. developing a safety culture, reliability culture, inclusive culture), and assess their own multiple leadership styles to effect positive change at the strategic, operational and tactical level.

**Module 7: Women in SETT Leadership (to be developed)**

This module will weave the threads of the previous modules, and enable participants to reflect on their personal leadership growth and to further elaborate on their personal and professional development plans.

**Employers' Modules: Towards a Respectful and Inclusive Workplace**

Three modules are tailored for senior leaders, managers and team leaders. Participants will increase their awareness of the factors that influence the success of women in their organizations, assess current workplace conditions, and share effective practices and strategies to welcome, support and enable their employees to contribute their best and bring the benefits of diversity to the organization.

For more information, contact:

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*The Canadian Centre for Women in Science, Engineering, Trades and Technology is an incorporated, non-profit organization that works in collaboration and partnerships to recruit, retain and advance women in SETT.*

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