

Unleash the
power and passion
of your mid-level
leaders



new
Rising Stars
MID-LEVEL DEVELOPMENT
pursuing your passion and power

> Participants can expect to

- Explore how to make effective decisions and increase their influence
- Complete a 360 assessment and develop a grounded approach for long-term development
- Work with an executive coach in a group setting
- Learn how to create and use networks as a source of information and power
- Develop networking relationships with senior executives, subject-matter experts and other leaders across the industry

> Who should participate

- Mid-level managers or experienced individual contributors in the retail, consumer goods and services industry
- Mid-career professionals with at least 3-5 years of experience
- Women with aspirations to contribute at a higher level
- Mid-level leaders with a willingness to listen, learn and be challenged to grow and achieve professional excellence

> Prepare to succeed

NEW Rising Stars is anchored on the NEW Career Accelerator Model™, created in partnership with the renowned Center for Creative Leadership. The model outlines the traits that women in the retail and consumer goods industry need to develop — or overcome — to realize their

career goals and help their companies succeed. Based on insights from more than 1,200 NEW members, the model identifies eight critical leadership competencies and five career-crippling derailleurs that create barriers to productivity, collaboration and innovation.

NEW Career Accelerator Model™



Your mid-level leaders support you

Here's how you can support them

Today's workforce needs strong leaders, at every level. NEW Rising Stars is a powerful learning experience that helps your hard-working mid-level professional women deepen their skills and lead today's multicultural, multigenerational, multinational workforce.

NEW Rising Stars prepares women to take on stretch assignments and more significant roles within your organization. It energizes careers, hones leadership skills and helps retain precious talent in your organization.

Leaders participate in in-person work sessions with leading business experts and executive coaches. They attend interactive, competency-building webinars. And they benefit from ongoing small-group coaching to discuss what they've learned and how to apply it.

Every Rising Star receives a 360-degree assessment, collecting feedback from their superiors, peers, customers and direct reports – feedback that's vital to her career. Participants will discover insights into their own leadership journeys, leading to greater recognition and career success.



> Program learning objectives

- **Increase self-awareness** through objective feedback on job-related strengths and areas for development
- **Advance individual knowledge** of important industry trends
- **Grow a network of industry peers** who will share their insights and experiences for navigating work and life

5 circles of leadership learning



7 transformative sessions

NEW Rising Stars delivers concentrated, customized learning during two on-site working sessions and five online learning sessions that include small-group coaching, offering maximum learning with minimal time away from the office.

Orientation Webinar

March 13, 2017

1 pm - 2:30 pm ET

Session 1

May 18-19, 2017

Minneapolis

The opening session of NEW Rising Stars will set the stage for advancing each woman's leadership skills in a supportive setting. Participants will hear from a panel of senior industry executives, explore the results of their 360 assessments, identify developmental needs and create an action plan for long-term development. Small, intimate work groups will be guided by an executive coach. A key focus will be strategies for gathering, giving and receiving feedback. Session begins at 1 pm on May 18 and ends at 12:30 pm on May 19.

Session 2

May 31, 2017

1 pm ET Online learning: 30 minutes

Small-group coaching webinar: 45 minutes

Participants will develop a deeper understanding of one Career Accelerator competency and one derail:

- Develops and empowers individuals
- Fails to manage career

Session 3

June 21, 2017

1 pm ET Online learning: 30 minutes

Small-group coaching webinar: 45 minutes

Participants will develop a deeper understanding of two Career Accelerator competencies and one derail:

- Strategic planning
- Communication
- Too narrow a functional orientation

Session 4

July 12, 2017

1 pm ET Online learning: 30 minutes

Small-group coaching webinar: 45 minutes

Participants will develop a deeper understanding of two Career Accelerator competencies and one derail:

- Leading change
- Political skill
- Problems with relationships

Session 5

August 16, 2017

1 pm ET Online learning: 30 minutes

Small-group coaching webinar: 45 minutes

Participants will develop a deeper understanding of one Career Accelerator competency and one derail:

- Results orientation
- Difficulty changing or adapting

Session 6

September 13, 2017

1 pm ET Online learning: 30 minutes

Small-group coaching webinar: 45 minutes

Participants will develop a deeper understanding of two Career Accelerator competencies and one derail:

- Develops and empowers groups and teams
- Inspires commitment
- Does not effectively take risks

Session 7

October 5-6, 2017

Chicago

During the closing session of NEW Rising Stars, participants will consolidate and solidify their learning. They'll hear from senior women executives, who will share their personal stories and leadership insights. The day will include breakout sessions on industry trends and networking with peers and industry leaders. Session begins at 1 pm on October 5 and ends at 12:30 pm on October 6.

Convenient and cost effective

Tuition for the NEW Rising Stars program is \$2,995 per participant. Travel and lodging expenses for on-site meetings are not included.

Registration closes March 6, 2017.

NEW Rising Stars is limited to 175 full-program participants. Full refunds will be made for cancellations before March 10, 2017. A 50-percent refund will be made for cancellations before April 21, 2017. Participants may transfer NEW Rising Stars registration to a NEW member in their organization until April 7, 2017. Transfer requests submitted after March 6, 2017 will incur a \$175 service fee.

NEW Rising Stars Online Experience

Tuition for a NEW Rising Stars experience that includes learning webinars and online group coaching is \$1,475.

Contact

To learn more, contact Julie Janckila at jjanckila@newonline.org.

