

“BECOME YOUR BEST SELF,
LIVE A MEANINGFUL LIFE,
ENJOY AN IMPACTFUL CAREER,
AND HELP OTHERS DO THE SAME.”

BECOME A GAME-CHANGER.

-Dr. Dawn E. Chanland
Program Director
Professor of Management, McColl School of Business,
Queens University of Charlotte

CREW CHARLOTTE PRESENTS

THE
Authentic
LEADERSHIP

PROGRAM

SEPTEMBER 2022—MARCH 2023



CREW Charlotte is honored to bring this unique leadership program to the Queen City. This powerful program will guide you on your journey through self-discovery, arming you with the tools to achieve your full authentic leadership potential. Using Gallup's **CliftonStrengths 34™** assessment, this program teaches you how to understand and use your strengths to develop your own authentic leadership style.

Development is possible at all stages of our lives and careers. Authentic leadership is built from transparency and honesty. Come discover your authentic style, refine your personal and professional vision, and cultivate your full leadership potential.

*“Before you can be anything, you have to be yourself.
That’s the hardest thing to find.”*

E.L. KONIGSBURG

Here’s what you’ll experience in CREW’s Authentic Leadership Program.

How to:

Empower, teach, and build lifetime relationships

Gain clarity of self as a leader and person

Grow your confidence to pursue and advocate for opportunities

Recognize and develop your strengths to positively impact the community

Significantly broaden your toolkit to achieve success in your career and personal life

Engage with current and past participants of the Authentic Leadership Program through our Alumni Network events and outreach activities



CREW Charlotte's 2019 Authentic Leadership Class

AUTHENTIC LEADERSHIP PROGRAM FOCUS

Clarity of Authentic Self

- Pinpoint and unleash your unique personal strengths
- Identify your life's purpose and integrate it into everything you do to create a meaningful life
- Craft your ideal job and map how to make it reality
- Clarify the impact you want to create in your community

Manage Conflict and Negotiation

- Understand best practices and develop confidence in all your negotiations
- Strengthen your ability to advocate for yourself and others
- Master the art of giving caring, candid feedback
- Tackle difficult conversations with clarity and empathy

Coach and Mentor

- Dramatically enhance your ability to coach and mentor others
- Build a mentoring network and personal board of advisors
- Cultivate relationships that nurture your developmental aims
- Grow your peer coaching techniques and broaden your peer network

Navigate Workplace Challenges and Opportunities

- Identify and navigate unconscious bias and microaggressions
- Overcome the myth of the confidence gap and develop your own strong, female voice
- Better manage the unique life and work challenges women face
- Recognize the opportunities and challenges of diversity

Leadership Ability and Knowledge

- Heighten your leadership ability and management skills
- Build high-performing, smart teams
- Increase collaboration and effectiveness for your teams
- Develop executive presence and persuasion skills for increased influence

Personal Change, Courage, and Resilience

- Leverage intentional change theory for personal growth
- Create a personal change and learning agenda
- Harness and increase your personal courage
- Develop resilience strategies for facing adversity



PROGRAM SCHEDULE

TWO-DAY OPENING SESSION: September 8- 9, 2022

Thursday, September 8 (includes class dinner)

1:00 pm - 9:00 pm

Friday, September 9, 2022

8:30 am - 6:00 pm

Living Authentically Through Leveraging Your Strengths,
Transformation Throughout the Program, and Building the Cohort

October 6, 2022

8:30 am - 6:00 pm

Coaching & Mentoring Others & Growing Through Your Personal Board of Advisors

November 3, 2022

8:30 am - 6:00 pm

Leading an Authentic, Meaningful and Impactful Life and Career

December 1, 2022

8:30 am - 6:00 pm

Building Smart Teams & Leading With Best Everyday Management Practices

January 5, 2023

8:30 am - 6:00 pm

Heighten Your Ability to Manage Conflict & Negotiate For Yourself & Others

February 2, 2023

8:30 am - 6:00 pm

Become an Exceptional Female Leader

TWO-DAY CLOSING SESSION: March 2- 3, 2023

8:30 am - 6:00 pm

Experiencing Personal Change and Bouncing Back From Adversity
Making an Impact in the Community

1/2 Day Graduation Celebration

TUITION

The tuition is \$2,000 and covers all costs for materials, meals and parking. CREW Charlotte members' tuition is \$1,600 (CREW Charlotte will cover the \$400 difference). Tuition for participants who work for a non-profit organization or for the government is \$1,500 (a 25% discount). Tuition must be paid using a personal or corporate check.

CLASS SIZE

The class is capped at 30 participants. Up to 15 spaces are reserved for CREW Charlotte members.

ACCEPTANCE NOTIFICATION AND TUITION DEPOSITS

Candidates will be notified by June 6, 2022, if accepted into the class. Full payment and a commitment form is due by July 1, 2022.

CRITERIA FOR ACCEPTANCE

Applications will be evaluated on demonstrated or potential leadership, community involvement, and individual achievement in the candidate's professional, community, and organizational background.

PROGRAM ELIGIBILITY

The program is open to women in the Charlotte region and to members of any CREW Chapter in North Carolina or South Carolina. Applicants do not have to be CREW members to participate. We hope to cultivate a diverse group of female professionals across various industries. Men are not eligible for this program.

ATTENDANCE POLICY

Since the dates have been published in advance and there are limited spaces available, we have developed a strict attendance policy. All participants must attend the opening session in September and the closing session in March and may miss no more than one of the other sessions. The inability to attend the opening session will require withdrawal from the class with a tuition refund only if the spot is able to be filled. The inability to attend the final March session will cause the participant to be ineligible for graduation with no tuition refund. If more than one of the other sessions is missed, the participant must withdraw from the program and will receive no tuition refund.

LOCATION

The program location for next year is currently to be determined, but most likely will be between (or in) SouthPark and Uptown Charlotte.

REGISTRATION DATES

Registration is now open and applications are due by Friday, May 13, 2022.

Introducing Dr. Dawn Chanland, our Program Director.

Dr. Dawn E. Chanland is CREW Charlotte Authentic Leadership's new Program Director and Professor of Management at McColl School of Business. She earned a doctorate (D.B.A.) at Boston University's School of Management and a Masters of Business Administration from San Jose State University. Dawn has over 25 years of business, consulting, and academic experience and has received over 10 teaching and research awards since the beginning of her academic career.

Dawn's areas of expertise include women's leadership, mentoring and coaching, negotiation, conflict management, and other areas within the management field. She is a frequent public speaker in these areas. In addition to many peer-reviewed publications in leading academic journals on these and other topics, Dawn's research and ideas have been featured in a number of popular press outlets, including for example, The Wall Street Journal ("How to Be a Smart Protégé" and "When Mentoring Goes Bad"), The New York Times, The Los Angeles Times, Forbes, AOL, CareerBuilder, and MSN.

In the 2016-2017 academic year, she won the Queens' McColl School Research Award, and the year prior, the McColl School of Business Graduate Teacher of the Year Award (2015-2016). Prior to joining Queens, Dawn was an Assistant Professor with California Polytechnic State University, San Luis Obispo (popularly called "CalPoly"). Between 2008 and 2012, Professor Chandler was voted Outstanding Faculty Member of Management by the student body. She also received the Distinguished Teacher of the Year Award for the College of Business and one of three outstanding faculty awards given by CalPoly during the 2009-2010 academic year.

Dawn actively consults with and conducts leadership development initiatives for numerous for-profit and non-profit organizations and government agencies. Some of her more recent engagements involved Union County, JELD-WEN, Atrium Health, LazyBoy, Duke Energy, Mueller, and Midrex Corporation. She is committed to community involvement and volunteers in a number of capacities to support Charlotte and the greater region. Examples of Dawn's involvement include the 2020 Women on Corporate Boards initiative, Queens' TWIST Women's Leadership Conference (2015-2019), Bank of America and Vital Voices' Global Ambassador Program, and the Jewish Community Center.

Prior to pursuing her doctoral studies, she was a financial recruiter with a national firm called KForce. For each year of employment, she doubled her billings and was among the top client managers in the region. In addition, early in her career, she worked with Transamerica Financial Services in a management training program, where she jointly oversaw a roughly \$50M portfolio of mortgage, personal and automobile loans.



Introducing Vandana Allman, our Gallup CliftonStrengths Expert.

Great leadership results from a confluence of focus in talent, experience, and development. With over 20 years of global experience, Vandana Ram Allman has worked with individual leaders and teams that span the United States, Europe, and Asia. Her dedicated mission is to help educate and advise leaders to make better decisions for the benefit of their organizations. Every generation has its challenges, yet the common denominator is that great leaders want to make a positive and lasting contribution. As an advisor and executive coach, Vandana helps leadership teams achieve clarity about their organization's mission, values and impact on one another and the constituencies they serve. Vandana's work with leaders is both transformative and stabilizing.

Vandana spent a decade with The Gallup Organization as the Global Practice Group Leader and Senior Strategic Consultant for Leadership and Talent Development where she led the advancement of psychometric tools and implementation within complex global organizations. She has helped transform leadership teams in industries such as government, healthcare, intelligence, legal as well as companies who are providers to The United States Department of Defense.

Before launching Avaz Leadership, Vandana served as an in-house advisor to a firm of 1,200 lawyers addressing critical succession and executive development needs. There, she also led the effort to identify and advance the next generation of leadership talent throughout the organization's widespread office structure and market coverage. Analyzing complex internal and external metrics, she identified and developed seemingly disparate pockets of excellence to accelerate the firm's leadership capabilities, helping launch the firm's new strategic plan with reinvigorated and intentional leadership.

Vandana is a frequent speaker to professional groups on topics such as leadership visioning, organizational transformation, strengths-based leadership, and inclusion.

Vandana holds a Certificate in Leadership Coaching from Georgetown University's Institute for Transformational Leadership and is an ICF, PCC-level certified coach. She holds coaching Certifications in Gallup's CliftonStrengths® and The Leadership Circle 360-degree profile. Vandana holds a Master's degree in Human Resource Development from Xavier University and a Bachelor's degree in Theology from Xavier University.





CREW Charlotte's 2017 Authentic Leadership Class

HERE'S WHAT **PAST PROGRAM PARTICIPANTS** HAVE SAID
ABOUT CREW'S AUTHENTIC LEADERSHIP PROGRAM.

There were so many things I learned about my strengths that have stayed with me. I truly think about my strengths every day. One of the most valuable things I took away was the ability to identify when my strengths were in or out of balance.

Whenever I doubt my ability to lead, I will remind myself that I am leading in my own style, and that leading with my authentic self is the way that I am meant to lead.

There are so many things that I viewed as negative personality traits in myself that I felt were going to stand in my way. Reframing these characteristics as strengths had never occurred to me, and I felt like it fundamentally changed the way I see myself.

"I feel enriched by many of the women in this program. I look forward to being able to call on them both professionally and personally. This was one of the program's top benefits for me.

I don't even know that I can put into words the value of the personal connections I made throughout the program. Simply being in a room with these women, and learning that we are all strong yet vulnerable, confident yet questioning ourselves, established yet uncertain, and ready to open ourselves up to continued growth made me feel less alone in the world.

When you assemble a group of affirming people in the same room that want to lift you up and not trample over you on the way to the top, and you are open to change and/or possibility, then transformation can occur! This course, designed for women, allows women to give themselves permission to put themselves first!

I loved it—every minute of it. I love that I met such an awesome group of women, and that we will never lose touch. I loved learning so much more about myself.



CONTACT

For additional information, please contact
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or visit us on the web at crewcharlotte.org.



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