



The Magnolia Leadership Program *for Black Women*

Program
Overview
July 2024
-
December 2024

The Magnolia Leadership Program (MLP) for Black Women is a transformative six-month journey designed to equip Black women with the tools, resources and support needed to ascend to senior-level positions and drive organizational success.

Designed & Delivered By:



WHY IS MLP UNIQUE?

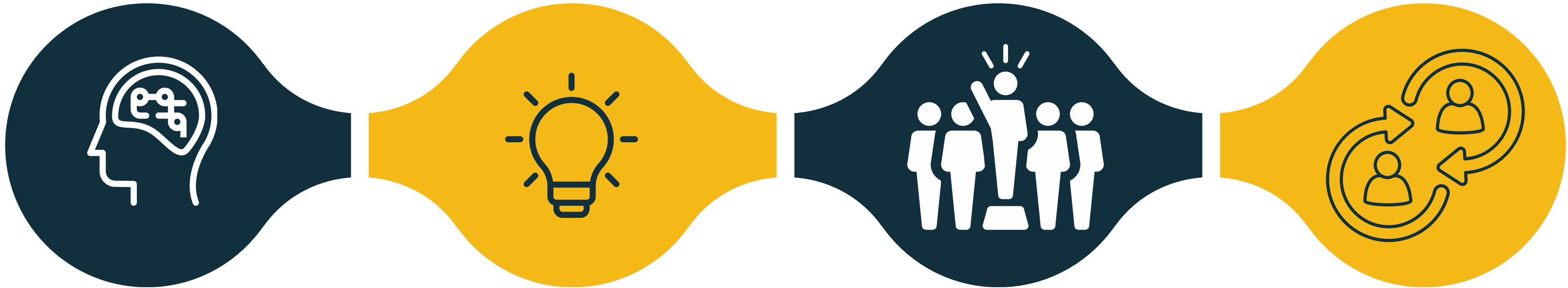
MLP addresses the unique headwinds Black women experience professionally. Through our interactive sessions and coaching, participants are challenged to examine personal and social narratives that drive beliefs by underrepresented talent about their capabilities and growth opportunities.

PROGRAM ELEMENTS

- Six (6) monthly skill-building workshops
- Three (3) mastermind sessions
- Four (4) hours of one-on-one executive coaching for each participant
- 360 assessment and report
- Action assignments between sessions to apply learning
- Accomplished guest speakers from the Magnolia Mentor Circle
- Assigned success partner
- Manager session
- All content is delivered virtually using a video-based platform.

**Our signature six-month program is
\$6,500 per participant**

THE MLP FRAMEWORK



SELF-AWARENESS

- 360 Assessment
- Leadership Coaching
- Leadership Action Planning

ACTIONABLE SKILLS-DEVELOPMENT

- Developing and Communicating Your Executive Leadership Brand
- Building Strategic Connections
- Effective Communication & Influence
- Strategic Thinking & Decision Making
- 10Xing Your Career Vision
- Black Women Thriving - Overcoming the Busyness Trap

MENTORSHIP

- Table talk sessions with Black women corporate executives

COMMUNITY

- Leadership Exchange Masterminds
- Success Partnerships

MLP PARTICIPANT PROFILE

- Mid-level professional, 5-15 years of professional experience.*
- Exhibits skills and capability to be promoted to the next level of leadership or broaden their role significantly.
- People managers preferred but not required.
- Motivated to take on new leadership challenges.
- Committed to continued learning and growth professionally and personally.

MLP PARTICIPANTS LEAVE THE PROGRAM WITH:

- A stronger leadership identity.
- Confidence to become effective self-advocates.
- Professional development skills to further their career and professional goals.
- Enriched emotional intelligence skills critical to individual, team, and organizational performance.
- Access to tools and strategies to lead growth, manage change, and drive innovation.



2024 PROGRAM SCHEDULE

JUNE

- 6/28: Welcome Session
- 360 Assessment

JULY

- 7/11: Workshop #1: Developing and Communicating Your Executive Leadership Brand
- 7/25: Mentor Table Talk #1

AUGUST

- 8/1: Mastermind #1
- 8/15: Workshop #2: Effective Communication & Influence

SEPTEMBER

- 9/5: Mentor Table Talk #2
- 9/19: Workshop #3: Building Strategic Connections

OCTOBER

- 10/3: Mastermind #2
- 10/17: Workshop #4: Strategic Thinking & Decision Making

NOVEMBER

- 11/7: Mentor Table Talk #3
- 11/14: Workshop #5: Black Women Thriving - Overcoming the Busyness Trap

DECEMBER

- 12/5: Mastermind #3
- 12/12: Workshop #6: 10Xing Your Career Vision
- 12/16: Closing Session

All sessions start at 2pm EST
Individual coaching sessions are scheduled by the MLP participant with their assigned coach



PARTICIPATING ORGANIZATIONS



MLP RESULTS

91%

of MLP participants report improved career clarity and overall well-being.



72%

of MLP participants have received promotions, increased responsibilities, or obtained new advancements.



100%

strengthened their confidence as a leader.

WHAT PAST PARTICIPANTS HAVE TO SAY



Before Magnolia Leadership I felt like I had no direction in my career. I knew where I wanted to be in my career, but didn't know how or what to do to achieve my goals.

Since starting The Magnolia Leadership Program I have learned so many techniques that have proven to be successful. This program has given me tools, ideas, guidance AND the confidence that will not only help to mold my career but also to help me personally. I feel like I'm a force to be reckoned with!



I am proud to say I got promoted this month to Director. It was a lengthy process and involvement and reviews from quite a few stakeholders, but it happened. MLP was instrumental in getting me to the next step as I instituted principles learned right away. I can't thank you enough for an amazing program. You have changed my career life!



You may recall that being my main objective for going thru the MLP program and as of 2 weeks ago it finally happened. I am now a Sr. program manager. The 1st promotion of my 17yr long career.



We as black woman must navigate through so many barriers in corporate America. We are not handed a play-by-play book to be successful its programs like this that educate us on what to look for and how to navigate around it.

I have been with my company for 14 years my passion has always been there, but I am feeling more confident and intend to continue to shine bright in my own unique way.



THANK YOU

Questions?



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