



Texas Women's Foundation

STRONG WOMEN. BETTER WORLD.

**Women's
Leadership
Institute**



IT WILL TAKE UNTIL
THE YEAR 2095
TO ACHIEVE
GENDER PARITY
IN THE WORKPLACE.

Women remain underrepresented on boards of directors and in the C-suite, despite evidence that companies with women in executive leadership roles have better business outcomes.

52%
of all professional jobs
are held by women

but only

14.6%
of executive
positions are held
by women



TO MAKE *REAL* PROGRESS

FOR WOMEN AND GIRLS

ON ALL FRONTS, WE MUST STRENGTHEN THE PIPELINE OF WOMEN LEADERS – FROM THE CLASSROOM TO THE FIRST JOB, THE EXECUTIVE SUITE, THE BOARD ROOM AND THE POLITICAL ARENA.

Texas Women's Foundation has adopted an aggressive Leadership Initiative to advance and increase the number of women in leadership positions at all levels of society – presenting leadership forums; featuring and publishing the voices of women leaders, particularly those in traditionally male-dominated sectors or roles; engaging in advocacy around women's leadership; and creating and funding new opportunities for women and girls to learn to lead. We aim to provide leadership and training opportunities to 60,000 women and girls by 2021, and to raise awareness about the economic and social benefits of women leaders across Texas.

TEXAS WOMEN'S FOUNDATION

LEADERSHIP INITIATIVE

Under the guidance of our Economic Leadership Council (ELC), an exclusive network of female business leaders and senior executives committed to advocating for philanthropic investment and actions that increase economic security and leadership for women and girls, Texas Women's Foundation has created its *Women's Leadership Institute*.



THE PURPOSE

The purpose of the Women's Leadership Institute is to strengthen and accelerate the pipeline of women in executive leadership, advance gender parity in the workplace, and achieve better business outcomes for your organization and the economy.

Thea Suzuki

Americas Advisory Talent Leader
EY

ELC Member
2019-20 CO-CHAIR





Hilda Galvan

Partner-in-Charge, Dallas
JONES DAY

ELC Member



Women's Leadership Institute A NEW APPROACH

Though leadership development programs are widely available, women remain underrepresented in executive roles. Texas Women's Foundation's response is the Women's Leadership Institute, a program unlike anything available in the market.

Women's Leadership Institute offers an innovative strategy to develop and retain high-potential, senior-level women in the workforce, while empowering these women to increase their value through access to powerful corporate leaders, simulations and content that utilizes the corporate and human capital of the executive women on the ELC.

Women's Leadership Institute harnesses the ELC's collective wisdom and decades of experience navigating corporate environments and building influential networks. As co-creators of the Women's Leadership Institute, ELC members serve as active participants throughout the program.

82%

of Americans say it's important for women and men to have the same opportunities for career advancement,

but only

34%

say their current workplace puts a high priority on having women in leadership positions



Shawna Wilson

Vice President of Global Business Services
FRITO-LAY

ELC Member



Women's Leadership Institute
EMPOWERING EXECUTIVE WOMEN

Women's Leadership Institute targets executive-level women who are not currently in the C-suite or the executive succession plan, but have been identified internally as high-potential candidates for assuming senior executive positions in the future.

Institute participants are diverse and representative of the various industries in our region and state, as such diversity is critical to ensure participants are not only able to develop new cross-industry relationships, but also expand their knowledge of business policies and practices.



Women's Leadership Institute
INSTITUTE STRUCTURE

Women's Leadership Institute is a year-long customized leadership development program for senior-level women in corporations, businesses and professional services firms. During multiple virtual workshops, participants have a safe and confidential space to engage with top female leaders from diverse industries and apply learnings to real-life situations. Discussions are thought-provoking, action-oriented and applicable to immediate workplace success. The sessions include a personalized tool kit of resources and feature key networking opportunities with the ELC members and WLI alumnae.



A portrait of Jennifer Biny, a woman with blonde hair, smiling. She is wearing a black blazer and a gold chain necklace. The background is a blurred cityscape.

Jennifer Biny

Senior Vice President, Chief Financial
Officer of Mobility & Entertainment
AT&T

ELC Member

Participants learn to maximize individually unique traits as leaders and develop strategies that position them for a longer and more active role within their company. With guidance from the ELC members and high-performing peers, participants gain quality experiences that bring about deep relationships with top cross-sector women.

Key ROI for participants include:

- Training on advanced leadership topics
- Leveraging collaboration and inclusion to achieve results
- Identifying core values to optimize both integrity and productivity
- Creating a robust 'toolkit' that enables participants to apply the new leadership effectiveness concepts they will be learning – language, models, frameworks, checklists
- Acquiring a clearer vision of C-Suite roles and what it takes to achieve them – combining the latest global research with anecdotal experience from C-Suite executives
- Building a network of trusted professional colleagues across industries and functions that are thought partners and peer coaches

Organizations benefit from the increased leadership and problem solving skills by participants of Women's Leadership Institute. Graduates of the Institute return to their organizations more committed, energized for the future, and prepared to take immediate action to implement tools and strategies learned in the Institute.

Key ROI for sponsoring companies include:

- Enhancing your organization's reputation as a great place for women to be authentic leaders and do their best work – while being recognized and rewarded for their contributions
- Accelerating the readiness as well as the retention of high-performing, high-potential women in the competitive landscape of Texas
- Expanding the pipeline of women ready to advance to the executive ranks with greater clarity, competence and confidence – and able to cross that final threshold to hold significant C-Suite roles
- A year long program that develops and supports women leaders to create a high-performing team culture that fosters an environment that is inclusive and celebrates diversity to generate equity

☆☆☆

TESTIMONIALS

“Women’s Leadership Institute has given me a new perspective on what it is to lead and the value that I bring to the team as a woman. The lessons that I have learned about myself and how I relate and appear to others have been invaluable.”

★ Stacy Morrissey | *Managing Director, Fleet Engineering, American Airlines*
WOMEN’S LEADERSHIP INSTITUTE GRADUATE

“Women’s Leadership Institute is an absolute first-class leadership program, and Jackson Walker was proud to be an early, enthusiastic supporter. We were honored to participate in the Institute, which provided best-in-class leadership and relationship-building skills. I highly recommend the program to future women leaders in Texas.”

★ DAVID T. MORAN | *Managing Partner - Dallas, Jackson Walker, LLP*

“Women’s Leadership Institute pairs a first-rate curriculum with an opportunity to form lasting relationships with other women leaders throughout the Dallas - Fort Worth Metroplex. It’s impressive and encouraging to see how many of the best-known employers in Dallas-Fort Worth have chosen to offer their leaders of tomorrow this opportunity.”

★ BEVERLY GOULET | *American Airlines (Retired), ELC Member*

“Women’s Leadership Institute has been insightful, helped me become more self-aware, and has given me the opportunity to cultivate new relationships. The program is energizing, with practical application after each session, and I even find myself periodically reviewing and referencing the materials to help manage work items.”

★ LISETTE MÉNDEZ | *Assistant Vice President, Finance, AT&T*
WOMEN’S LEADERSHIP INSTITUTE GRADUATE

“Women’s Leadership Institute program gave me the tools to make some of the more difficult aspects of my job as a leader easier. The lessons learned in the group role-playing and simulation sessions regularly carry into my everyday decision making – at work and at home!”

★ TANYA WINCHEL | *Senior Vice President, Director of Accounting and Tax, Hilltop Holdings Inc.*
WOMEN’S LEADERSHIP INSTITUTE GRADUATE

“As part of Women’s Leadership Institute program, I had the opportunity to work as a mentor with a fantastic woman leader here at Southwest. The work that we did during the year and the structure of the program fit perfectly with three of the core elements of our culture: Servant Leadership, Warrior Spirit and a Fun-Loving Attitude. I learned a great deal, and I was able to deepen a friendship with a fellow leader at the company.”

★ CHRIS MONROE | *Treasurer, Southwest Airlines*



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Women’s
Leadership
Institute

CORPORATE PARTICIPANTS

7-ELEVEN
AMERICAN AIRLINES
AMN HEALTHCARE
AT&T
AXXESS
BARINGS MULTIFAMILY
CAPITAL
BOEING GLOBAL SERVICES
CALIBER HOME LOANS
CAPITAL ONE
CELANESE CORPORATION
CHEVRON PHILIPS
CHILDREN’S HEALTH
THE DALLAS MAVERICKS
EY
FC DALLAS
FREEMAN
FRITO LAY, INC.

HAYNES & BOONE, LLP
HILLTOP HOLDINGS INC
HUNT OIL COMPANY
JACKSON WALKER
JACOBS ENGINEERING
JONES DAY
MCKESSON
MERCEDES BENZ
FINANCIAL SERVICES
NIGHT HAWK
OLIVER WYMAN
ONCOR
PINNACLE
REGIONS BANK
SOUTHWEST AIRLINES
TEXAS INSTRUMENTS
TOYOTA



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TEXAS WOMEN'S FOUNDATION, formerly Dallas Women's Foundation, is investing to Transform Texas for Women and Girls, empowering them to build stronger, more equitable communities throughout Texas. One of the world's largest women's funds, it is a trusted leader in advocating for and advancing economic security for Texas women, girls and families, and ensuring women and girls are enabled and supported in taking leadership roles in every sector in the state. With more than \$35 million in assets, Texas Women's Foundation raises approximately \$9 million a year to underwrite groundbreaking statewide research on issues affecting women and girls – providing decision-makers and lawmakers with critical data to inform policies, practices and programs in the state. Funds also sustain the Foundation's \$6 million in annual grants, mission-focused gendered asset investments, and support for innovative programs and solutions to help Texas women and girls thrive.

For More Information:

txwf.org

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