

In an age when talented employees dream of breaking loose from the corporate grind, when Dilbert reigns as the decade's philosopher and e-mail preaches that speed is life, organizations need to develop creative strategies to retain and develop their high talent people.

Millennia Leaders® Program offers thoughtful companies the chance to ensure that good people are not only productive, contributing workers, but that they also rise to take advantage of the true gifts and talents they have within themselves. For it is through these inherent strengths that genuine leadership can come to life -- not just in the boardroom, but also within a broader perspective. Whether that means serving the community, or living a richer, fuller life at home.

Leading from Strengths

Designed exclusively for highly talented women, the Millennia Leaders® Program is a catalyst that moves bright women ahead. It's a new breed of power tool that leads women to their own answers. Answers about what they bring to the table. Answers about their strengths, their passions, their rough spots. Answers about how they can lead from their strengths and find their own solutions in a corporate world that even today is all too often oriented toward an outdated model of success.

"Talk for a while with any woman who has worked her way to the top of a sizable U.S. corporation. You'll get a strong sense that she feels a bit like Apollo 14 astronaut Alan Shepard when he improvised a six iron out of a piece of lunar equipment and, one-handed in his cumbersome space suit, whacked a golf ball that flickered eerily across the airless surface of the moon."

When will women get to the top?
FORTUNE
September 21, 1992

The Millennia model escapes the stereotypes and the so-called formulas for success, and moves toward a model of authentic leadership that emerges when strengths, opportunities and goals are clear. Our model helps the individual align her strengths with the goals of the organization.

The Right Stuff

The Millennia Leaders® Program is for women who are serious about their development. Talented women who have achieved success, and want more. Women who have attended professional development programs, but have never reached the full potential of who they are and what they can bring to their organizations. Women who are ready to take the risk to move forward, to share their thoughts and ideas with a peer group of equal high-achievers. Women who have always succeeded, but now feel a new desire to lead, grow and achieve success on their own terms. Organizations that seek out Millennia Leaders® Program understand the new contract companies have with their workers. They understand the potential of true leadership at all levels, and they know that women play a key role. These organizations know that when work and life goals meld, the force is powerful.

*“Every woman in business today
needs to take risks,
because it means you’re moving,
growing, changing. And things do
change –
your company,
the way it does business,
the marketplace....
Today, it’s inactivity
that’s the real risk.”*

Swim With the Dolphins:
How Women Can Succeed in Corporate
America On Their Own Terms.
(Smalley/Glaser)
1996

Program Detail

Preparation:

The Leaders® Program starts with candid, productive feedback. Personal interviews and written assessments are completed before participants attend a three-day session. These personal assessments are added to confidential feedback provided by the participant's work group and others close to the participant. Presented together, the feedback paints a clear picture of current strengths and opportunities, and provides a starting point for the participant's development focus.

Three-Day Program:

The three-day Leaders® Program provides an intense examination of each participant's leadership needs, and participants leave with a new perspective and a heightened set of skills. The sessions are marked by a supportive environment full of exciting challenges, humor, and human connections.

Each participant attends the session with a peer group matched to her needs - a small group of dynamic, highly talented women, all seeking to further develop their leadership capabilities. Each woman brings her own perspective, background and wisdom to the group, forming the basis of a professional peer network that can continue once the sessions are complete.

The program combines honest feedback, formal assessments, expert interpretations, case studies, self evaluation and group interaction, all aimed at developing participants' strengths, and enabling growth and action. The sessions lead each person to discover her own leadership potential, and then develop her own development goals and action plans.

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It's this commitment to action, based on data and discovery and backed by a strong support group, that makes this experience one that leads to ongoing development. Our program doesn't stop when the three days have ended.

Ongoing Involvement and Growth

Each person leaves the session with an in-depth behavioral profile, feedback from peers and work associates, her tailored developmental plan, and a close group of peer mentors.

Three formal follow-up sessions then bring the graduates together to discuss progress being made in meeting each individual's action plan. Professional development topics specific to the group's needs are discussed, and participants support each other's efforts with advice, encouragement and challenges.

Most often, the synergy and professional relationships established by the peer groups continue after the formal meetings are complete. Since 1994, over 90 percent of the original Millennia Leaders® groups have continued to meet. Members share responsibility for establishing meeting agendas, experts are invited to speak, and members continue to support each other in attaining their professional goals.

"Some experts believe women will have the most influence in business in the future by doing things their own way. It's the legacy that many in this generation of businesswomen hope to leave for the next: they do have options; they can conduct business on their own terms. The message of the day is that change is possible.."

FED UP:
Executive Women Confront a New Kind of Midlife Crisis
FORTUNE
September 18, 1995

Getting Started

Millennia Leaders® Program helps leaders find their own paths to success. To begin the journey, contact:

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*To be nobody but yourself
in a world doing its best
to make you everybody else
means to fight the
hardest battle any human
can ever fight
and never stop fighting.*

e.e. cummings

Poet

*... to change our lives
we need both to change
the way we think about
the world and to
change those parts
of the world that
help make us think that way.*

Philip Slater

Author