

EXECUTIVE WOMEN IN LEADERSHIP CERTIFICATE

Program Description

In many organizations, men hold more executive positions and board seats than similarly qualified women. Even organizations that bring on women and men at the same rate still demonstrate a gender imbalance at the highest levels of leadership because the power structures and gender dynamics in place often favor and reward the contributions of men over women. In this environment, even the most experienced and capable women struggle against gender bias and established power dynamics on their way to the top.

In this certificate, you will learn strategies and techniques to skillfully level the playing field as you work to attain higher levels of leadership. You'll begin with an evaluation of the gender bias and power dynamics present in your organizations and develop strategies to overcome their limiting effects. Next, you will assess and refine the way you present yourself as an executive. Leaders often have to negotiate on behalf of themselves, their teams, and their institutions, so students will explore ways to prepare for the challenges women face in negotiations and adapt their negotiation style to the context of a given situation. Given that strong professional networks are often required to advance careers to the highest level, you will create a plan to fully develop your own networks while navigating the potential traps of gender and power dynamics. Finally, you will peek behind the boardroom door to identify the key competencies needed for board membership and explore the various - and sometimes unlikely - pathways women follow to the boardroom.

For the best experience in this program it is recommended to take these courses in the order that they appear.

This program includes a year of free access to **Symposium!** These events feature several days of live, highly participatory virtual Zoom sessions with Cornell faculty and experts to explore the most pressing leadership topics. Symposium events are held several times throughout the year. Once enrolled in your program, you will receive information about upcoming events.

Throughout the year, you may participate in as many sessions as you wish. Attending Symposium sessions is not required to successfully complete the certificate program.

The content of this certificate program is focused on developing and supporting women in leadership. This program is open to students of all sexes and gender identities.

Key Takeaways

- Assess your organization to determine the gender status and power dynamics present
- Create an action plan to enhance your own status and power within your organization and individually
- Refine your executive presence so that you can improve your interactions with people at higher power levels
- Improve your approach to negotiations and adapt your style to the context and dynamics of a situation
- Develop a strong professional network and overcome key barriers you face

- Assess your core competencies compared to those required for board membership and make a plan to fill any gaps

What You'll Earn

- Executive Women in Leadership Certificate from Cornell SC Johnson College of Business
- 50 Professional Development Hours (5 CEUs)
- 0-6 Professional Development Units (PDUs) toward PMI recertification
- 50 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification
- 50 Credit hours towards HRCI recertification

Who Should Enroll

- Women leaders in mid- to senior-level positions (10+ years of work experience)
- Women who hold or are interested in seeking board positions
- Women entrepreneurs and founders
- Male leaders seeking to better understand gender dynamics in their organizations

Total Investment

- 3 months to complete all the courses

How to Enroll

For more information on how to enroll, please visit Executive Women in Leadership Certificate (<https://ecornell.cornell.edu/certificates/leadership-and-strategic-management/executive-women-in-leadership/>).

Code	Title	Hours
Core Courses		
eCornell DYS531	Power and Gender Dynamics	0
eCornell DYS532	Developing Executive Presence for Women Leaders	0
eCornell DYS533	Gender Bias and Negotiation Strategies	0
eCornell DYS534	The Network Effect	0
Elective Courses		
Select one of the following:		
eCornell DYS53	Decoding the Gender Gap in Board Membership	0
eCornell ILRD1004	Creating an Inclusive Climate	0
eCornell LSM53	Becoming a Strategic Leader	0