Examples of Effective Program Descriptions

Workshop Examples

Example One: Frequently in seminars, coaching, and therapy sessions, women report failed workplace scenarios that end with the question, “What’s Wrong with Me?” This interactive workshop will explore the roots of this damaging question as grounded in basic power/societal system issues, socialization, and the assumptions/psychological barriers regarding women. Participants will examine power, authority, and the source of the common conflict between knowing and doing. Utilizing content presentations, large and small group discussions, questionnaires, role plays, demonstrations, and reflection, ideas will be processed in an interactive format. Participants will leave with workable insights to help them navigate their individual inner journey.

Example Two: This workshop is designed for people in any phase of their careers interested in examining purpose and calling in their work. Utilizing the women-centered model of purpose and calling, participants will be guided to discern their deepest truths, examine their experiences as leaders, and will be provided an opportunity to test the model and contribute towards its confirmation or disconfirmation. The workshop will begin with a brief content presentation and completion of a worksheet by participants. Triads will then leave the meeting space and enjoy the natural beauty of Asilomar while sharing personal reflections, returning for a group sharing and wrap-up activity.

Panel Examples

Example One: State legislatures across the United States contain a dearth of female elected officials and legislative leaders. In 2014, only 24.2% of state legislative members were women. Women deserve, and strong democratic government demands, that gender balance in power and decision-making be achieved. In order to facilitate gender equality in a representative and robust democracy, women need to explore pathways to elections as community leaders and caucus leaders, styles of leadership, and the challenges and opportunities in achieving institutional and individual success. This panel will focus on three female representatives from Utah and their pathways to successful general and caucus leadership elections.

Example Two: Founded more than 150 years ago, the YWCA has a rich history of contributing to the great human rights movements of our time and is one of the largest and oldest women's organizations in the U.S. Three panelists representing the YWCA will share their experiences implementing leadership and empowerment programs for girls and women in local communities. They will present outcomes, what has been learned, and the ways in which their approaches can be utilized to implemented strategies in other communities. Special emphasis will be placed on the need for the programs to customize to the needs of their audiences.
Symposium Example

(Includes Individual Paper/Presentation Examples Within)

Example One: Breaking New Ground: A Capacious, Fluid Model of Leader(ship) Identities

Previous models of leadership development and leader identity have been primarily male normed. As a needed corrective, this symposium will introduce an inclusive theoretical model of leader identity based on Bronfenbrenner’s ecological systems theory. This new model layers six spheres of influence: self-identities, social identities, relationships, purpose, organizational factors, and leaderful practices. Implications for leadership development and leader identity will be presented.

Understanding Women’s Leadership Identities: An Ecological Approach

This paper describes the creation and broad principles of a model for understanding the creation and co-construction of leadership identities developed by a multinational, multidisciplinary, all-female group of academic researchers. The term “capacious” is used to foreground the model’s highly inclusive nature, which provides space for all.

A Model of Leader Identities: Self and Social Spheres of Influence

This paper focuses on the relationship of leader identities with two of the spheres of influence in the model being discussed: self-identities and social identities. Presenters will relate construction of leader identities to the cognitive, emotional, and personality factors that influence self-identities as well as the various social identities, including gender identities.

A Model of Leader Identities: Interpersonal Relationships and Leadership Purpose

As the understanding of effective leadership shifts from a leader-centric perspective to one that emphasizes collaboration, the roles of relationships, spirituality, sense of purpose, and awareness of calling have received increased attention. This presentation will focus on the sphere of influence in our model that addresses these dimensions as central factors in leader identities.

A Model of Leader Identities: Through the Lens of Leaderful Practice

This paper develops the aspects of the leadership model being discussed that relate to the notion that individuals impact and are impacted by their surrounding circumstances. Leaderful practice will be recommended as a value-free way of understanding and exploring the process of leadership without privileging the actor(s).

Example Two: The (Un)Bearable Heaviness of Being Female in Sport Leadership

Being female in the sport industry means bearing the weight of negotiating gender in a highly masculinized context. While bearing this weight is unbearable, it is precisely the ‘weight’ that highlights
gender relations as important in terms of rethinking how females in the sport industry live out today as social change agents.

**Female Athletic Trainers: (Non)Movement Towards Head Athletic Trainer**

97% of Division I collegiate head athletic trainers are men while 53% of all collegiate athletic trainers are women. A deeper examination of the experiences of female athletic trainers at the Division I level is overdue. Using role-congruity theory, this paper examines how Division I female athletic trainers experience their workplace and see themselves as leaders or not.

**Exploring Cultural Capital Among Female Division I Athletic Directors**

This study examined how Division I female athletic directors understand their career paths. Concepts associated with second generation gender bias and intersectionality were employed to better understand how and where these women gained cultural capital on their paths to Division I athletic director. Particular attention was paid to race and social class.

**Leadership Identity Development for Women in Collegiate Athletic Administration**

In order to gain an in-depth understanding of experience and relationships that seem to matter in leadership development for women in sport, this qualitative study utilizing in-depth interviews focused on the multiple ways women in university athletics administrative roles come to identify themselves as leaders.

**Roundtable Examples**

Example One: Sometimes the structures in our lives feel like walls that constrain, while at other times they support inner alignment. In many wisdom traditions, space — the capacity to keep changing and unfolding — is regarded as feminine. Participants will explore breathing life into themselves through experiences with light, space, ease, and leadership.

Example Two: Strategies for living a more balanced and productive life will be discussed. Knowing oneself well and knowing the benchmarks that can be used to measure the stressful environs that surround everyone can be very beneficial in navigating the storms of life.