



The Leadership Accelerator Program (LEAP) *Realize your full Leader Potential in 2010*

The Commonwealth Institute's Leadership Accelerator Program, also known as LEAP, launched in 2009 to address leadership in a way that is consistent with our mission to support women business leaders through peer mentoring.

This intensive eight-month program capitalizes on the concept of peer mentoring and is geared for both men and women who are faced with leadership challenges and often ask themselves the question, "What more should I be doing?" Past LEAP Mentees came from TCI member companies whose CEOs understood the importance of the investment in staff members and the support of aspiring leaders to help drive the company forward.

"As someone who has been involved in the LEAP program-first as a mentee, then as a mentor, and now as a sponsor of two program mentees from my own company-I am a firm believer in the mission of this work. I have watched these two individuals undergo a radical transformation and become authentic leaders. This in turn has permeated my entire organization, and is enabling the kind of positive change I've been hoping to see at all levels. I am looking forward to motivating others to go through the program when the time is right for them."

-- Kip Hollister, Founder & President of Hollister, Inc.

The LEAP Difference

The market is saturated with "leadership programs", all of which vary greatly in scope and approach. Using the "Arch of Leadership" program, LEAP offers a unique and innovative method as highlighted below:

Arch of Leadership Approach	Traditional Leadership Approach
Character-based	Skills-based
Mentoring approach	Coaching approach
Focus on inner values and beliefs	Focus on external characteristics
Tapping existing life experiences and knowledge from within one's self that informs how one leads	Imparting knowledge of other leaders and their experiences as a way to gain self-knowledge of leading
Focus on self-discovery	Focus on "techniques"
Focus on creating self-trust and "brand"	Focus on "style"
Learning how to inspire trust in others	Learning ways to engage others

The difference is this – as a LEAP Mentee, you will draw on your own experiences to break the barriers that keep you from reaching your full potential, both professionally and personally. You know yourself the best, so why not harness your own stories to make that transition from one who follows into one who leads?

How LEAP Works

Program Details

- Program will launch on **April 28, 2010** and run through December 2010 (Full day sessions with all mentors and mentees on **June 24, September 16, December 2**)
- Each Mentee and Leader Mentor meet once a month during the eight month program at a mutually agreed upon time and location; each session defined by the sequence of learning presented in the “Arch of Leadership” program materials
- Additionally, all Mentees and Mentors meet four times for one half-day and three full-day group sessions to share their learning, followed by an interactive lunch open to the TCI Community

Mentee Qualifications

- Candidate must be employed full-time by a current TCI member or sponsor company
- Program designed for all C-level positions e.g. CEO/President, COO, etc., as well as aspiring leaders designated for higher levels of responsibility
- All applicants are interviewed by the Program Director to determine their suitability for the program and ensure a proper match with a Leader Mentor

What You Gain

- Increased self-awareness, creating a more effective way to manage your energy, interrelationships and time
- Increased self-trust in moving forward with greater confidence in your creative visions, challenging initiatives and risk-taking decisions
- Deeper understanding of what leading is and what it can accomplish
- And more...see Mentee Testimonial sheet to understand LEAP in action

Program Cost

- \$3,500 –Covers all costs associated with the program including materials, leader mentoring, group sessions and lunch at the three full-day sessions.

*“What the leader mentoring helped me realize is the critical role I play in communicating my vision and passion to my employees. Before this, I didn’t understand the importance of engaging staff to experience my vision and to get their buy-in. My mentor helped me realize this, and then worked with me to refocus my priorities. The result has been powerful. I now connect with my employees in new and different ways and am a more present leader in my company.” --**Andrea Cohen, CEO, HouseWorks***

Bonnie Gorbaty, LEAP Program Director, has more than thirty years of business and consulting experience in both corporate and entrepreneurial organizations. Bonnie combines her business knowledge and experience with an understanding of the behavioral sciences to assist executives in bringing about needed organizational growth and change to effectively implement their business strategy.

With a keen sense for assessing an individual, group or organization’s skills and behaviors in taking the right strategic actions, she is able to design, customize and implement the appropriate processes and programs that engage and tap her client’s potential to succeed.

For more information or to apply, please contact Abby Tracy at atracy@commonwealthinstitute.org or (617) 888-7156. Additional details can be found by visiting www.commonwealthinstitute.org