

Women in Business Leadership Certificate

PROGRAM OVERVIEW:

Women in the workforce face unique systemic and interpersonal challenges throughout their careers. This immersive leadership program will provide middle to senior level managers an opportunity to further develop as authentic, inspirational, and impactful leaders with relevant business acumen to progress into higher levels within organizations. The program includes experiential learning and facilitated content relevant to an evolving business landscape.

PROGRAM COMPONENTS:

- Individual assessment with assessment debrief
- Delivered by an exceptional team of facilitators with leadership and real world business experience.
- Experiential learning during modules
- Real time discussion, problem solving, skill development
- Kick-off each module with a follow-up of previous session
- Ohio Northern University certificate and digital badge



PROGRAM LAYERS:

- **Assessment:** Participants will complete an assessment as pre-work before the program begins. The assessment will be referenced and discussed throughout the leadership session and periodically throughout the program.
- **Immersion Experience:** A fun, informal environment that fosters team building among the participants; a shared experience is important for developing the cohort.
- **Authentic Leadership Development:** Expanding participants' organizational and personal leadership capabilities with a focus on Authentic Leadership.
- **Leadership Skill Set Development:** Offering skills and concepts drawn from ONU's Center for Corporate Engagement's experienced professionals and subject-matter experts.

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AUDIENCE:

Women in middle to senior level management roles looking to develop the necessary business acumen and leadership skills to advance to higher level leadership positions within the organization.

DATES: This program begins September 17, 2025 with a kick-off event followed by a total of 8 sessions ending May 21, 2025.

Kick-Off Event

- September 17, 2025 4:00 p.m. to 8:00 p.m.

All sessions are from 9:00 a.m. to 4:00 p.m.

- September 18, 2025
- October 16, 2025
- November 13, 2025
- January 22, 2026
- February 19, 2026
- March 19, 2026
- April 16, 2026
- May 21, 2026



COST: \$2,950

Group rate for 2 or more participants

DIGITAL BADGING:

The Center for Corporate Engagement Center is proud to offer each participant a digital badge in Women's Business Leadership once participants have met program completion criteria. Digital badges include a direct link to view program credentials and can be utilized by participants on social media and digital resumes.



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cce@onu.edu / 419-772-3559 / www.cce.onu.edu

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Topic Details:

Personal Authentic Leadership: Organizations benefit from highly talented and operationally skilled women leaders. They create an environment for stronger innovation, collaboration, and effective decision making. Through further development of your authentic leadership skills you will get an understanding of what is required of successful leaders within the ever changing business landscape. In this session, you will create a foundation for your authentic leadership capabilities based on your personal strengths. This framework will be the foundation for the remaining program sessions.

Finance for Leaders: Finance for Leaders is a simulation based session that helps build confidence in understanding finance. You will gain a deeper understanding of key financial documents, how to interpret them, and why they are important to the language of business. There is also an opportunity to analyze how your work and your decisions are related to the overall performance of the company.



Creating Collective Resilience: Those that lead teams effectively especially in situations with intense pressure when stakes are high create a competitive advantage in their career. Success in this area includes the ability to create psychological safety, build trust, develop a team identity, create a shared purpose and belief, and to cultivate positive emotions and attitudes. Creating collective resilience is done through intentionality and not by chance. This session will help you build the skill set to lead resilient teams now and into the future.

Strategic Thinking and Planning: All too often, people find themselves busy doing activities that aren't tied to the most important things they want--or need--to accomplish. Leaders have an opportunity to create a team of strategic thinkers empowering those at all levels to accomplish a common set of goals. Strategic Thinking and Planning is grounded in a strong understanding of the complex relationship between the organization and its environment. It is involving the right people with important information and perspectives, asking probing questions, and facilitating conversations. It involves taking decisive action that is consistent with the strategic direction of the organization. You will get the tools you need to prioritize and lead your team in alignment with your organization's strategy.

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Data Storytelling: The ability to communicate effectively with leaders and decision makers is an important leadership skill. Learn how to transform numbers into narratives and inspire others to act by delivering a presentation that makes data stick. Despite what you may have heard, the data does not speak for itself! This program will teach you how to craft a data point of view, create effective visuals, eliminate clutter and distractions, and leverage the structure of a story arc to make your message memorable.



Communicating as a Leader: A lack of leadership level communication comes at a cost financially in missed deadlines, low employee engagement, and productivity. Leaders are responsible for communicating a shared vision and inspiring people to carry out that vision. Skills to accomplish this level of communication include active listening, storytelling, negotiating, and empathy. These skills are especially challenged when the stakes and emotions are high. This session will provide engaging exercises to practice leader level communication and to build your skill set to raise your communication acumen.

Leading Change: All organizational leaders are faced with leading change. Successful leaders meet their people where they are and provide the tools, information, and support to help them succeed. This session will focus on the key elements of leading others through change including communication, engagement, sharing the vision. You will gain tools and a plan to use them whether leading big or small changes within your organization.

Capstone: Taking Your Authentic Leadership Forward and Celebration: This final program will incorporate the learnings from each session and the program leader will guide you through a planning process on how to take it all forward. You will create short term action steps as well as long term goals as you capture the essence of who you have become and will be as a leader. As you build your plan, you will have a partner to continue to grow and learn with. We will take time to celebrate you and your leadership development journey!