

CareerJoy<sup>+</sup>

WORK. MADE BETTER.  
MIEUX VIVRE SON TRAVAIL.



# EMPOWERHER

LEADERSHIP DEVELOPMENT PROGRAM

Includes | 5 workshops | 1:1 coaching | Assessment

# OVERVIEW

Unlocking the full potential of leadership means investing in the women shaping our future - yet many women still face systemic barriers that limit their growth. According to the Government of Canada (Gender Equity), women hold only about **36–37%** of managerial roles in Canada despite representing nearly half of all jobs.

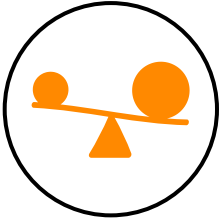
The EmpowerHER Leadership Development Program is designed to change that.

Through interactive workshops, collaborative learning, and personalized coaching, participants will explore strategies to overcome bias, build influence, and lead with confidence.

More than just a training program, EmpowerHER builds a community of support, empowering women to grow, thrive, and elevate others along the way.



# PROGRAM OBJECTIVES



Build the skills and resilience to address systemic barriers and gender bias challenges in the world of work.



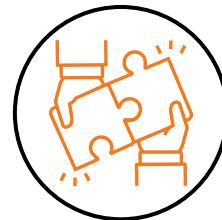
Move from self-observation to strategic contribution by leveraging increased self-awareness to own your unique value and amplify your leadership voice.



Navigate courageous conversations, influence stakeholders, and communicate with clarity and impact.



Cultivate confidence, leadership vision, and executive presence.



Lead yourself and others to build a community of women leaders and allies.



[LQ] Leadership Intelligence is a framework developed by our team at CareerJoy in collaboration with numerous clients and subject matter experts that supports a leader's vertical development.

There are four key principles that work together to support the leadership of self, leadership of teams, and leadership of an organization – commitment, character, competency and culture.



# OUR APPROACH

We believe meaningful learning happens through connection, curiosity, and real-world application. That's why our facilitation is rooted in a coach approach, creating space for dialogue, reflection, and personal insight rather than one-way instruction.

Grounded in adult learning principles, our sessions are learner-centered, practical, and designed with the real challenges of women in leadership in mind. Through experiential activities, real-life scenarios, and collaborative discussions, participants actively engage in their own growth and leadership journey.



## OUR COACHES + FACILITATORS

Our facilitators don't just lead workshops, they're certified coaches who bring real-world leadership experience and a deep commitment to personal growth. With a roster of accomplished women leaders, we ensure every participant is matched with a coach who aligns with their goals, challenges, and leadership journey.

We know that the right connection makes all the difference. That's why we offer a Coach Fit Guarantee; if the first match isn't quite right, we'll help you find a better fit.

When the coaching relationship is strong, meaningful growth and transformation follow.

100% SERVICE | COACH FIT  
**GUARANTEE.**  
CareerJoy

# THE DETAILS

## WORKSHOP 1 | LEADERSHIP STARTS WITH YOU (September 24)

### Redefine Leadership in a Woman's World

Explore the systemic barriers that shape women's experiences, uncover personal leadership strengths through the [LQ] Leadership Intelligence framework, and build strategies for mentorship, sponsorship, and collective advocacy.

It's not just about understanding the landscape, it's about transforming it from within.

### Learning Objectives |

- Deepen self-awareness by identifying personal leadership strengths using the [LQ] framework while examining the systemic barriers and biases that influence women's leadership journeys.
- Explore strategies to foster equity and impact through mentorship, sponsorship, and advocacy - creating actionable plans to grow one's influence and help others thrive.



## WORKSHOP 2 | AUTHENTIC + IMPACTFUL COMMUNICATION (October 8)

### Communicate for Impact.

Discover the foundations of powerful communication, strengthen your voice, and develop the skills to connect, influence, and lead with confidence.

Because leadership communication isn't just about talking - it's about creating understanding and impact.

### Learning Objectives |

- Explore the foundations of effective communication and how they shape relationships, leadership presence, and everyday impact.
- Practice active listening, ask purposeful questions, and craft messages that foster clarity, connection, and influence.

## WORKSHOP 3 | BUILDING RESILIENCE + THRIVING IN CHALLENGES (Oct. 22)

### Unleash the Power of Resilience.

Strengthen your ability to lead through uncertainty by building resilience; staying calm, adaptable, and focused in the face of challenges while modelling perseverance and inspiring others.

Strong leadership starts with steady ground.



### Learning Objectives |

- Explore the core components of resilience in leadership and reflect on how you respond to stress, setbacks, and adversity.
- Identify your personal stress triggers and develop practical strategies to build a resilient mindset to lead with strength through challenges.

## WORKSHOP 4 | INFLUENCE, NEGOTIATION + PRODUCTIVE CONFLICT (Nov. 5)

### Influence with Integrity, Lead with Confidence.

Develop the skills to influence with authenticity, negotiate with purpose, and lead confidently, no matter your role, by understanding your communication style, navigating conflict, and connecting with others strategically.

Leadership is more than power; it's presence.

### Learning Objectives |

- Understand the value of influence, negotiation, and conflict in building trust and buy-in, and identify your personal influencing and conflict styles.
- Explore practical strategies for navigating workplace conflict and learn how to turn tension into productive dialogue and outcomes.



## WORKSHOP 5 | EXECUTIVE PRESENCE + YOUR BRAND (November 19)

### Own Your Leadership Presence

Explore the key dimensions of presence; confidence, credibility, and connection, and learn how to communicate with conviction, inspire trust, and lead with authenticity and impact.

Because how you show up shapes what's possible.

### Learning Objectives |

- Explore what leadership presence means, how it's perceived, and the core qualities that shape it; credibility, confidence, connection, and communication.
- Define your personal leadership brand and develop strategies to elevate your presence, amplify your voice, and lead with greater impact.





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## Human

We believe in the value of the individual and the importance of empowering and celebrating our unique individual strengths and desires.

## Modern

We believe that being 'modern' means creating future-focused leaders capable of adapting quickly and leveraging technology to unlock, not replace, human potential.

## Canadian

We believe in serving Canadians from coast-to-coast to develop strong, sustainable careers and cultures.

## Results

We believe that creating impactful leaders has transformative results for organizations, improving cultures and increasing results.



# YOUR INVESTMENT



5 three-hour workshops facilitated by experienced leaders, all of whom are women



Leadership Assessment of choice. (EQi or 360 Feedback)



Five 50-minute one-to-one coaching sessions with an [LQ] certified coach

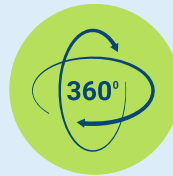


A certificate of completion

## ASSESSMENT OF CHOICE



EQ-i 2.0 Assessment to analyze your emotional intelligence and its role in driving leadership success.



360 Feedback Assessment to pinpoint leadership strengths and strategic growth opportunities.

**Investment: \$3,750 + tax**

Workshops only option available.





## LEARN MORE

Taking the next step in your leadership journey is simple.

Reserve your spot by scanning the QR code or clicking to open in your browser.



**Have questions?**



[learn.careerjoy.com/empowerher](https://learn.careerjoy.com/empowerher)



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