

# THE LEADERSHIP LAB FOR WOMEN IN STEM



WEATHERHEAD  
SCHOOL OF MANAGEMENT

CASE WESTERN RESERVE  
UNIVERSITY



WEATHERHEAD EXECUTIVE EDUCATION



“ THE LEADERSHIP LAB  
FOR WOMEN IN STEM  
CHANGED MY LIFE! ”

Christine Rollet, Senior Engineer  
Toshiba Medical Research Institute, USA, Inc.  
Vernon Hills, Illinois

“ Women enter technical fields at a steady pace, but they leave these professions at twice the rate of their male colleagues. Everyone loses in this scenario, but research from Case Western Reserve University’s Organizational Behavior Department and Doctor of Management program reveals why some **women persist and thrive.** **The Leadership Lab provides tangible benefits for women in STEM careers and their sponsoring organizations.”**

Kathleen Buse, PhD,  
Adjunct Professor & Faculty Director, Leadership Lab for Women in STEM

# What people are saying about the Leadership Lab for Women in STEM:

“This has been my favorite, most helpful professional development class.”  
—Heather, 2014 participant

“The Leadership Lab for Women in STEM is a fabulous program that provides specific insights and tools uniquely designed for emerging female leaders. The program enhances one’s confidence that in turn helps overcome perceived and real challenges in climbing the proverbial corporate ladder. KeyBank has sponsored two women to the program. In both cases, there was a visible and positive improvement in their leadership maturity, relationship poise and executive presence. Since attending the program, they both have achieved elevated and expanded leadership responsibilities in KeyBank’s Technology and Operations organization. The mission of the Leadership Lab for Women in STEM aligns squarely with our priority of building successful careers for women in technology.”

—Vipin Gupta, EVP & CIO Key Community Bank at KeyCorp

“Thank you. I am very grateful for the knowledge I am taking away from this class and believe it will change my life!” —Steph, 2014 participant



**Diana Bilimoria, PhD,**  
KeyBank Professor  
Department Chair,  
Organizational Behavior



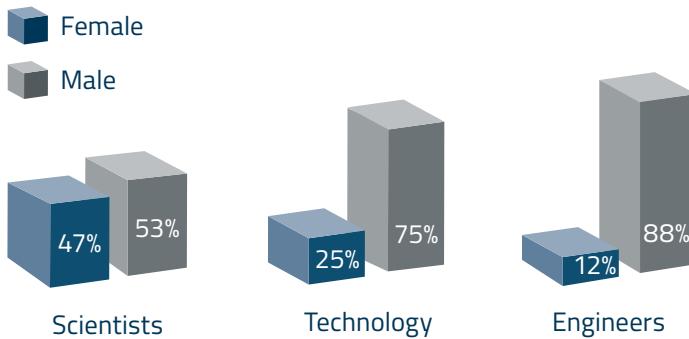
**Kathleen Buse, PhD,**  
Adjunct Professor  
Doctor of Management  
Faculty Director, Leadership  
Lab for Women in STEM



**Ellen Van Oosten, PhD,**  
Assistant Professor,  
Organizational Behavior  
Faculty Director of  
Executive Education



Women are significantly underrepresented in science, technology, engineering and mathematics (STEM) professions. Women leave these professions at twice the rate of their male colleagues. **Retaining women in technical fields has become a national priority and a primary concern for employers.**



Complex, multi-level organizational factors impact women's ability to achieve and succeed in the STEM professions. **Employers who invest in a diverse workforce can benefit from attracting and retaining dedicated and empowered employees.**

**The Solution:** The Leadership Lab for Women in STEM draws from world-class practice in talent development and more than a decade of research on what works to keep women engaged in STEM professions.

### Program Includes:

- Unique learning environment designed exclusively for women in STEM careers
- Knowledgeable instructors and coaches with direct industry experience
- Actionable, research-based content
- Individualized 360° feedback and executive coaching between sessions
- Experiential classroom learning



## Benefits to Participants

The Leadership Lab for Women in STEM engages women by:

- Guiding them to articulate a personal leadership vision, which research supports as a powerful way to increase career engagement and commitment
- Supporting each participant in her development, including critical competencies such as self-efficacy
- Providing 360° feedback using the Emotional and Social Competency Inventory (ESCI) and three executive coaching sessions led by a master coach
- Sharing research that increases women's perspectives on workplace opportunities and challenges in order to maximize their contribution and satisfaction
- Engaging in one-on-one executive coaching for personalized goals, projecting a vision and preparing a road map to success.

## Benefits to Employers

The Leadership Lab for Women in STEM helps sponsoring organizations:

- Ensure valuable employees stay challenged and engaged
- Keep updated with supportive research and other materials that inform best practices for attracting, developing and retaining highly-trained, diverse talent
- Make a strong, visible and strategic investment in talent retention
- Identify strong candidates who will take the initiative to advance in their organizations. Past participants have actively sought out and obtained promotions and raises.

## Why Weatherhead?

- Case Western Reserve University's strengths in science, technology, engineering and mathematics form a natural foundation for studying the female experience in STEM fields
- The Leadership Lab faculty is part of Weatherhead's Organizational Behavior Department, considered among the best in the world
- Faculty members possess direct knowledge and insight of women's experiences in technology-driven, male-dominated organizations

### For more information:

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