Women in SETT Leadership Program

The Canadian Centre for Women in Science, Engineering, Trades and Technology works in partnership and collaborations to advance the career success and leadership of women in science, engineering, trades and technology (SETT) fields. The WinSETT Centre delivers a series of professional development workshops tailored to early to mid-career female engineers, scientists and technologists in science and technology based sectors. The program has been developed by professionals based on the experiences of women in SETT and grounded in research and practices that work. Through customized modules, managers and leaders also have the opportunity to strengthen inclusive and positive workplaces that enable employees to contribute their best.

Why a Women in SETT Leadership Program?

- Career and leadership development is essential for anyone who wants to enjoy a successful and fruitful career. Underlying gender influences may negatively affect women’s advancement;
- While there have been an increased number of women earning degrees and diplomas in technical fields in the past 30 years, women still remain under-represented in most SETT fields and particularly in leadership positions;
- Sometimes women are unaware of systems’ rules and informal practices and don’t ask. Women leave technical fields at faster rate than men often because of lack of advancement opportunities;
- Organizational challenges now require leadership skills appropriate to succeeding in complex, dynamic environments and in developing inclusive workplaces.

How do you reap the benefits of diversity?

Your organization can select a cohort of technical women (16 to 25 in number) in early to mid-career SETT professional and management positions to participate in a series of one-day modules. Each module focuses on a particular area of development in ways that build on the knowledge and skills developed in previous sessions.

Skills developed through the WinSETT Centre’s Women in SETT Leadership Program are relevant to leadership competency frameworks that include such elements as effective communication, negotiation techniques, networking and mentors, self management, innovation, collaborative problem solving, and leader-manager competencies.

Our specialists will work with you to develop the schedule that works for your organization. Our professional facilitators are experienced SETT leaders, and can tailor the sessions to a particular sector or organization. With the recognition that culture change and employee development take time and attention, with WinSETT Centre can also work with you in a more comprehensive customized program.
**Workshop Cost**

The industry / institutional rate of $7,500 plus associated travel costs and applicable GST/HST per workshop module includes:
- Preliminary planning discussions with company HR, management, or women’s network
- Pre-survey of participants
- Workshop preparation
- All participant materials including relevant books
- Professional facilitation of the workshops
- Evaluation
- Report

The host organization provides the workshop venue and catering, and identifies and registers participants.

**The Feedback**

By January 2015 the WinSETT Centre had delivered 70 workshops across the country to over 1200 participants from industry, professional associations, non-profit women in SETT organizations, and academia.

From female participants in industry …

- The workshop was excellent. Without a doubt it is a “must do“ for young women in the early phase of their career. In fact for all women, regardless of what phase they are at. Thank you.
- The workshops are fabulous - I have enjoyed them all to date.
- I really appreciate all the information, insights and tools. I will use them!
- It’s always interesting to hear the speakers, hearing about their personal achievements and struggles in their careers. It helps to make the information in the workshops more personal.
- Very engaging, educational and empowering. Thank you.

From respectful workplace management workshop participants…

- ... the information allowed me to move past the concern of ‘am I missing the obvious’ and highlighted some sensitivities that I need to be aware of.
- I found all material, information and discussions valuable. The simple things we can do to bring an organization to be more inclusive was perhaps the first thing I can help influence / educate our management team on.

To make your organization more attractive to new employees, become more productive, innovative, and profitable, and to retain talented and motivated employees, contact:

Susan Hollett, Leadership Program Coordinator, winsett@hollettandsons.ca; 709-466-1373.

The Canadian Centre for Women in Science, Engineering, Trades and Technology is an action-oriented, non-profit organization that aspires to recruit, retain and advance women in science, engineering, trades and technology.

URL: www.winsett.ca
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Women in SETT Leadership Modules

Module 1: Becoming Leaders: An Introduction to Leadership Skills and Strategies
This module, delivered 31 times across Canada by Apr. 2015, provides information and active engagement of participants to:

- Increase awareness of factors that influence career and leadership success
- Gain confidence in making career and leadership development choices
- Share and acquire useful tips and strategies
- Develop a preliminary action plan to advance personal leadership potential
- Network with other women with a variety of experiences in SETT sectors

Module 2: Effective Communication for Women in SETT (in full national delivery)
This workshop will enable participants to discover and tailor their own communication style and strengths to more effectively convey their ideas and solutions, exchange information and gain recognition. They will also discover good methods for resolving misunderstanding and potential conflict situations.

Module 3: Negotiating for Success (in full national delivery)
Participants will gain awareness of the many workplace situations in which negotiation takes place and learn about the underlying factors that can affect their personal effectiveness and outcomes of those negotiations. They will then practice methods to advance their own skills to negotiate for opportunities, resources to enhance productivity, recognition, financial benefits, promotions, and access to networks.

Module 4: Navigating the ‘Politics’ of the Workplace (in full national delivery)
This module will help participants recognize the informal organization of the workplace, understand the networks of influence, and develop strategies to neutralize negative behaviours (yours and others’), and positively promote your ideas and career.

Module 5: Networks, Mentors and Sponsors (in full national delivery)
This module describes the importance of networks, their context, how to develop and strengthen networking skills, elegant positioning for advancement, and how to leverage your network in support of your career goals. The workshop will also describe the different kinds of mentors, coaches and sponsors and how to mutually benefit from those relationships.

Employers’ Modules: Towards a Respectful and Inclusive Workplace

Half-day modules are tailored for senior leaders, managers and team leaders. Participants will increase their awareness of the factors that influence the success of women in their organizations, assess current workplace conditions and policies, and share effective practices and strategies to welcome, support and enable their employees to contribute their best and bring the benefits of diversity to the organization.
More on Positive Results

Evaluations of all of the deliveries have demonstrated highly successful outcomes in meeting the workshop objectives (>4.3 out of 5 in rankings overall), with very high recognition of the skills and expertise of the facilitators, and numerous participant and organizational requests for more modules. Several studies have shown statistically significant improvement in 5 or 6 of the 6 measures of occupational self-efficacy of workshop participants as a result of the introductory module.

The WinSETT Centre is partnering with the NSERC Chairs for Women in Science and Engineering, industry, professional associations and education institutions, in three additional research initiatives that focus on short to medium-term outcomes of the Leadership Program. Preliminary outcomes from one initiative include strong positive feedback on the Leadership and Employer workshops, greater awareness of the importance of gender diversity in the organization, and emerging practices to advance women.

Urban Systems was pleased to have the opportunity to host a WinSETT leadership training session recently in our Richmond office. The benefits were many according to our staff that attended. They found it to be a unique and affirming experience given that they have been in the minority for the bulk of their education and professional careers and haven’t necessarily had the luxury of spending time talking with a female peer group. Many were surprised to discover how valuable it was to be in this stimulating and safe environment where women were free to talk about the challenges associated with their professions, and to hear from others as to how they are navigating this challenging and sometimes lonely landscape. It has been a very positive and productive exercise from our perspective and we look forward to other opportunities to partner with the Canadian Centre for Women in Science, Engineering, Trades and Technology (WinSETT Centre) in the future.

Shannon McQuillan, People Development, Urban Systems