**LEADERSHIP, GROWTH, AND MENTORING EXPERIENCE**

THRIVE provides mid-career level women leaders with both personal and professional support while enhancing invaluable managerial skills, fostering connections, and building confidence.

**TARGET:** To increase my level of engagement as a leader, energize my professional trajectory, and enhance my communication skills while taking the next steps in my career towards <insert aspiration or promotion here> with <insert your company’s name>. By accessing THRIVE, which is presented by EDGE Leadership, I can:

* Improve my self-awareness and begin to develop intentional behaviors that align and support <insert your company’s name>'s leadership brand and direction
* Develop my critical thinking skills so that I can better <insert value to manager/company here>
* Build on my influential leadership skills to further my strategic thinking in my work at <insert your company’s name>
* Improve my executive presence and personal branding skills so I can more effectively build a sustainable internal and external strategic network
* Heighten my communication skills to enhance my abilities as an articulate manager and leader who can clearly explain new strategies and goals
* Increase my ability to identify and tackle stressful situations, improving my performance in the most demanding environments
* Engage in facilitated dialogues with local, regional, and national executives, allowing me to tune into and learn from the pulse of business within our community and beyond
* Learn from the best practices of talented peers as I build a strategic network across companies and industries in and beyond the region to generate new insights as well as open doors to potential industry partnerships

<List some key success I’ve had in the last few years – the value I uniquely bring to the company that shows I am a high-potential employee worth investing in>. Now, more than ever, I believe that THRIVE can help me step up and into our <executive/leadership> pipeline with a breadth of abilities that will enable me to better serve our organization. THRIVE is built on many of the powerful insights and lessons of EDGE Leadership, an opportunity that has proven effective at organizations like PNC Bank, Highmark Health, and Duquesne Light Company. At CONSOL/CNX Gas, the ideas behind THRIVE resulted in a 93% retention rate and an 80% promotion rate for participants within two years after graduating from a related program.

I would like to bring these skillsets and competencies into our work of <insert department/division/project name> at <insert your company’s name> to help us achieve our strategic goals. I also believe that building a large network of professionals in our area could be incredibly beneficial in expanding our industry partnerships and connections while also developing our name and brand in the community. Increasing my access to learning best practices with other mid-career women across the region will assist me to <insert the value this brings to you in your role>. I strongly believe that my participation in this program will bring value to our organization throughout <insert current year> and beyond.

While our region has strong executive women’s leadership development opportunities, there is nothing that is specifically targeted to develop mid-career leaders such as myself. In our industry, we need to be intentional at building our pipeline of female talent. Attached is a benchmarking matrix that highlights how THRIVE compares to other women’s leadership initiatives in Pittsburgh. THRIVE is about leveraging best practices, supporting each other through strong peer connections, and not being overwhelmed by jam-packed content.

**FINANCIAL:** The tuition for this virtual 7-month THRIVE experience is $2,500 (approximately $357/month). Payment must be received in full by the start of the program. (See Figure 1 below for program cost/value comparison).

**STATUS:** Approval and support is requested by <insert date>.  Budget and tuition/training reimbursement review conducted 30 days prior to deadline, including conversations with key stakeholders: <insert names of stakeholders>

**ACTION:** Application and references completed by <insert date>.  Preferred references:  <insert names>

Your signature Date

**Figure 1**

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| --- | --- | --- | --- | --- | --- |
| Program Name | Target Audience | Length/Instruction time | Tuition | In-Person/Virtual | 1:1 Executive Coaching? |
| CMU/Tepper School of Business Leadership and Negotiation Academy for Women | Women Executives | 1-week program | $6,700 | In-Person | Unknown |
| Duquesne University Women's Executive Leadership Program | Women Executives | A 3-day Kickoff Retreat and five 2-day modules  (Delivered over 7 months) | $17,500 | In-Person | Yes |
| **THRIVE** | **Mid-Career  Professional Women** | **7-month program (Through 7 Virtual Sessions)** | **$2,500** | **Virtual** | **Yes\*** |
| Duquesne University Emerging Women’s  Leadership Conference | High-potential women leaders with 2-7 years of professional experience | 3-day Conference | $2,400 | In-Person | No |
| Pittsburgh Professional Women Leadership Academy | Development program for aspiring women leaders | 12-week program - 2 hours weekly | $2,500 for non-members | In-Person | Yes |

\*Vision board sessions with THRIVE founder and coach Christy Uffelman are available in the VIP package for EDGE Leadership graduates. All THRIVE experiences include group breakout sessions.