



Purpose

The Personal Agency in Professional Environments Series for Women of Color focuses on the unique circumstances and common experiences that a demographic sub-population often shares:

- The Series' skills development and content are tailored to the sub-populations' needs.
- The Series focuses on foundational beliefs and ways to improve professional effectiveness and impact.
- Sessions include discussions about circumstances and skills application in prior and upcoming situations.
- Participants are encouraged to practice skills, report out to the cohort, and leverage the cohort to lock in the learning.
- Sessions are deliberative, interactive, and engaging. Participants are accountable for their learning.
- Coaching provides feedback, and personalized problem-solving, to produce insights and concrete, practical guidance.

Offer lectures, experiential learning, and cohort evocative learning. The learning arc is progressive, intensive, and designed to educate, equip, enable, and empower participants.

Structure

- Ten weekly virtual 100-minute sessions via Zoom.
- A cohort of six to ten participants, with two facilitators.
- A mix of skill-building lectures and facilitated cohort discussions, with optional homework.
- Two 30-minute one-on-one coaching calls.
- Access to curated resources, videos, white papers, and studies.

Outcomes

The primary goal of the Series is personal and professional transformation. Participants experience:

- Increased effectiveness in leading, influencing, persuading, and personal and professional positioning.
- Higher levels of comfort, confidence, calm, and composure in professional environments.
- Expanded capacity to function with focused intentionality and explicit, recognized personal agency.
- Increased assurance with an underlying stronger, purposeful, and empowered sense of self.
- Greater precision in achieving outcomes. Broadened and deeper personal and professional impact.
- Accorded greater levels of credibility, trust, acceptance, and respect.
- Improved access to opportunities to engage, contribute, learn, and advance with higher personal congruence.
- An intimate, resonant, sustainable community of support.



Personal Agency In Professional Environments Series

Workshop + Cohort For Women of Color

Women pursuing professional careers are advantaged when they show up as competent, confident, comfortable, and composed in various professional settings. The Personal Agency in Professional Environments Series equips and enables women with varying capabilities to build up their professional effectiveness through a program of skills development, practice, and support from a generative community.

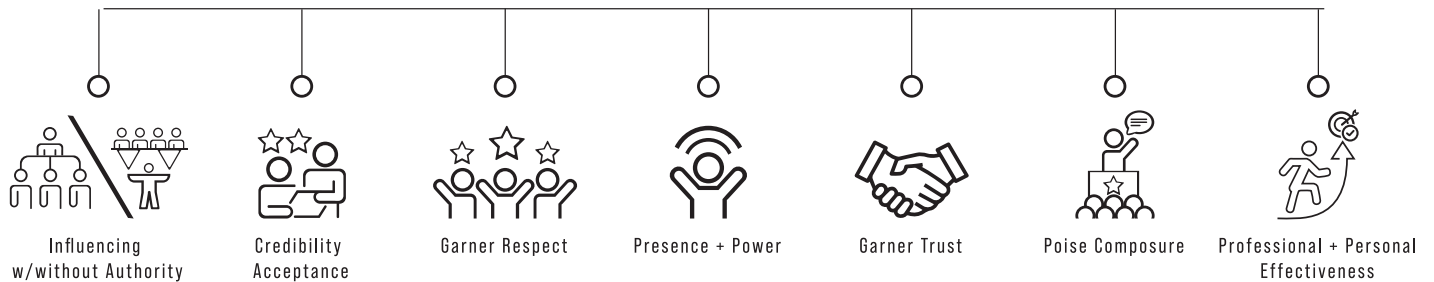
Our logo, 2be [to be], represents the empowered state of personal agency. The West African Adinkrahene symbol, seen throughout our material with its simple yet elegant concentric circles, connotes authority, leadership, and charisma, the essence of personal agency.

The Personal Agency in Professional Environments Series

Bridges the potential gap between an intellectual understanding of personal agency goals and their accomplishment. The sessions are responsive and tailored to build on individual strengths and needs. Each session combines relevant discussion and skills development associated with real-world circumstances and upcoming situations.

Personal Agency

In Professional Environments



Build Skills

- A listener-centered approach to planning for high-stakes engagement, communication, presentations, negotiations, and conversations.
- A way to “read” and respond to others and effectively understand your and their emotional and communication styles.
- How to formulate more specific and actionable objectives to improve clarity and outcomes.
- Listen with intention to improve engagement and contributions and influence efforts and outcomes.
- Techniques to enhance leadership effectiveness and “presence” when leading an effort, running a meeting, or giving and receiving feedback.
- Deal with confrontation and challenge with greater ease and better outcomes; lessen friction and overcome resistance.
- Develop and cultivate calming and awareness practices.

Build Resilience

- Cappfinity Strengths Profile assessment.
- Reality check and normalize perceived circumstances and situations.
- Develop inner resourcefulness to produce more constructive, strategic, positive, and purposeful responses.
- Explore strategies to develop and leverage mentors, sponsors, allies, cheerleaders, and communities.
- Test practices, such as affirmations, self-compassion, calming, and grounding techniques.
- Assemble an individualized personal toolkit of skills, beliefs, frameworks, and methods that bolster inner wholeness, congruence, and resilience.
- Opt-in to “In the Spotlight” simulations.
- During Dyad conversations and facilitated discussions, build a community of mutual encouragement, insight, and lasting support.



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