

# **Women Moving Forward© Graduates Newsletter**

## **July 2007**

### **Women Moving Forward® Survey Results**

The Women Moving Forward® Survey results are in and they will be available on our website: [www.svanyleetconsult.com](http://www.svanyleetconsult.com). You can also request your own copy via email or USPS mail. All of the results speak to the great and lasting impact of the program. For over half of the respondents the impact has been felt for more than 25 years. For 42% of respondents the impact of the course has been felt for 11 years or more. We suggest you order a copy of this report for yourself and one for your company. Please feel free to pass it on to others. We want these results to not be a secret. We want them to reach women everywhere.

#### Summary of Results

- 100% of respondents felt they benefited from taking a Women Moving Forward®.
- 92% of respondents said their company benefited from them taking Women Moving Forward®.
- 64% of respondents working for companies (not self employed) were promoted an average of 2 levels per woman promoted after taking Women Moving Forward®.

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### **Getting Ready for the Real World / My Message to Teenage Girls**

I was asked to write the article below for teenage girls by the website [www.smartgirlsrock.com](http://www.smartgirlsrock.com). This is a wonderful website for young teenage women who want to feel good about themselves and their intelligence. I took the opportunity to tell them what I imagined you would want me to tell them about their future. You can access the article on their website as well as on our website

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For over 28 years I have worked with very successful women in corporations worldwide like P&G, IBM, J&J, HP and Dell. They often say to me, "If I only knew at 15 what I know now I could have saved myself a lot of trouble."

Now I have the wonderful opportunity to tell you what these great women wish they had known at your age:

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**1) Expect to make mistakes at work and expect to be corrected for making them.**

Don't worry about making mistakes except that you will make mistakes and build in an ability to hear bad things about yourself that a boss or co-workers will say. Practice apologizing and be ready for any and all correction. When people correct you they are doing you a wonderful service. They are telling you how they see you. This is invaluable feedback for you to have. So be ready to not always be right!

**2) Not everything will go your way all the time.**

Lower your acceptance lines for your company not taking your suggestions or conditions and not implementing them. In fact, if you have a 25-50% batting average (that is 25-50% of the time your boss/company takes your suggestions and implements them) you are doing well.

Develop an acceptance for someone else's way of doing things now, because once you get out in the work world you better be able to do your job the way others (boss, company, etc.) have defined it. If you practice giving up some control now over how things will be done it will be easier for you later.

Most work these days is organized around projects that are run by multi disciplinary teams. Some of the women I work with are on two to three teams and must use "Influencing Skills" more than any other skill set. These skills include; listening, confronting, clarifying and brain storming. If you learn these skills now you will be ahead of the game.

**3) Temper your loyalty to your company with loyalty to yourself and your family.**

Work hard to establish yourself when you are in your first job but don't forget your friends, family and hobbies. In other words, balance your life. Make sure you spend time with and on your friends, family and hobbies. Don't work all the time. Make sure you have downtime. Make sure you take care of yourself spiritually, emotionally and physically and make sure you are a whole person, multi-faceted not just defined as your job.

**4) Finally, the women I work with recommend you prepare yourself now for your first full time job.**

The best way I know for you to do this is to take a part time job or internship while you are in high school. If you can do this only in the summer, that's fine, but do try out your wings now.

Most of all, I and the women I work with are excited for you because you have so much to look forward to in your life. All of the growth you go through in the next few years will help prepare you for a wonderful, exciting future.

I warn you it goes quickly, so make sure you enjoy yourself and celebrate yourself as you go. I wish you all the best for a successful and satisfying life.

What do you think young women need to know, let us know? Send me an email of your advice.

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## **Women Moving Forward®**

**October 10-12, 2007, January 15-17, April 8-10, & Oct. 15-17, 2008**

We have one more Women Moving Forward® workshop scheduled for 2007 so there are only 7 spaces left in the year. If you want to register or you want to refer someone let Susan know. You can call or E-mail us.

## **Smart People: Managing and Retaining Gifted Employees**

**August 14-16, 2007 and March 11-13, 2008**

We all want smart employees. Scientists, IT people, Engineers, Managers. It is a war for talent that must be won. But do we really know what to do once we hire them? And do we manage in a way that actualizes their talents and retains gifted employees? This workshop teaches you the best way to integrate your gifted and talented employees. It will also show you how to get the most from their gifts. Please call to discuss and/or register for this course. Susan and John will both be leading this course.

## **Women's Leadership Retreat**

**May 6-8, 2008**

We are opening up this course for registration. Because women come back every year there are only 4 spaces left for 2008. If you want to attend call Susan as soon as possible. You will need to have a conversation with Susan to make sure you are ready.

## **Productive Relationships**

**November 27-29, 2007**

A special class is available in Chicago – with a set limited enrollment, so if you want to attend or you want to refer someone call or email us at our office. We also have Productive Relationships classes scheduled for September 25-27, 2007 and February 19-21, June 17-19 and October 21-23 in 2008.

## **Advanced Men's Course**

**September 23-25, 2007**

This is the men's version of the Women's Leadership Retreat. If you have a man you want to refer please have him call John Van Vleet.

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## PUBLIC WORKSHOP SCHEDULE (6/13/07)

<b>2007 Courses</b>			
TRAINING FOR TRAINERS AND CHANGE AGENTS	August 6-9	Lone Tree, CO	\$4,500
SMART PEOPLE: MANAGING & RETAINING GIFTED EMPLOYEES	August 14-16	Lone Tree, CO	\$4,000
MEN, RELATIONSHIPS & WORK	August 21-23	Lone Tree, CO	\$3,500
WOMEN STRESS & BURNOUT	August 29-30	Lone Tree, CO	\$2,500
PRODUCTIVE RELATIONSHIPS©	September 25-27	Lone Tree, CO	\$3,500
ADVANCED MEN'S COURSE	October 3-5	Vail, CO	\$4,500
WOMEN MOVING FORWARD®	October 10-12	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	Nov. 12-16*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	Nov. 14-16**	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	Nov. 27-29	Chicago, IL	\$3,500
<b>2008 Courses</b>			
MANAGING CORPORATE CHANGE©	January 8-10	Lone Tree, CO	\$3,500
WOMEN MOVING FORWARD®	January 15-17	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	February 19-21	Lone Tree, CO	\$3,500
SMART PEOPLE: MANAGING & RETAINING GIFTED EMPLOYEES	March 11-13	Lone Tree, CO	\$4,000
WOMEN MOVING FORWARD®	April 8-10	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	April 14-18*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	April 16-18**	Lone Tree, CO	\$3,500
WOMEN'S LEADERSHIP RETREAT -Make-Up Day	May 6-8 May 5	Edwards, CO	\$4,500
PRODUCTIVE RELATIONSHIPS©	June 17-19	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	September 8-12*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	September 10-12**	Lone Tree, CO	\$3,500
ADVANCED MEN'S COURSE	September 23-25	Vail, CO	\$4,500
WOMEN MOVING FORWARD®	October 15-17	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	October 21-23	Lone Tree, CO	\$3,500

\*TO INCLUDE A REQUIRED 2-DAY PRODUCTIVE RELATIONSHIP WORKSHOP

\*\*FOR THOSE THAT HAVE MET THE PREREQUISITE ATTENDANCE OF PRODUCTIVE RELATIONSHIPS

***To register for any course, retreat, or conference, contact our office.***

***We accept MasterCard, Visa & American Express***

**There is a \$500 discount when two or more people attend the same \$3,500+ workshop from the same company and location.**

You must register together and attend together

***All prices are subject to change. No refunds are given.***