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2024 CREW GREATER PHILADELPHIA

# LEADERSHIP PROGRAM SESSION DETAILS

*The CREW Greater Philadelphia Leadership Program is to advance the success of women in commercial real estate and further their career goals by providing high quality training and information on key leadership skills, the opportunity to create a personal development plan, and to build a stronger network and connection with the cohort class. \**

## **Session Schedule**

<b>Monday, March 18</b> (5:00 pm – 7:00 pm)	Meet Your 2024 Cohort Happy Hour, <i>Center City Phila</i>
<b>Tuesday, March 19</b> (9:00 am – 11:00 am)	Self Awareness, <i>Two Liberty Place Conference Center 3<sup>rd</sup> Fl.</i>
<b>Tuesday, April 16</b> (9:00 am – 11:00 am)	Radical Candor for Women Leaders, <i>Conference Center, 150 S. Warner Rd. King of Prussia, PA</i>
<b>Tuesday, September 10</b> (9:00 am – 11:00 am)	Core Leadership Disciplines, <i>Two Liberty Place Conference Center 3<sup>rd</sup> Fl.</i>
<b>Tuesday, October 29</b> (9:00 am – 11:00 am)	Building New Habits, <i>Conference Center 150 S. Warner Rd. King of Prussia, PA</i>
<b>Tuesday, November 5</b> (8:30 am – 10:00 am)	Lessons Learned & Graduation, <i>Center City Phila</i>

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### **Session 1: Self Awareness for Leaders**

One of the top-rated competencies for leaders is self-awareness. You will have the opportunity to learn more about your strengths, drives, and motivating needs through the insights from your Predictive Index<sup>®</sup> results (also known as the PI). Prior to this session, you will receive a link to complete the PI and you'll receive your personal results so you can follow along during this interactive and eye-opening workshop. You'll learn how to use this leadership tool to better understand your leadership style, and what your team may need from you.

### **Session 2: Radical Candor for Women Leaders**

The principle behind author Kim Scott's "Radical Candor<sup>®</sup>" is "Caring Personally while Challenging Directly." At this workshop, we'll explore and learn the Radical Candor Framework<sup>®</sup> to help guide your conversations to be more effective, productive, and powerful for you and your team.

From your first day at work, you've been told to be professional. Too often, that's interpreted as leaving your humanity at home. To build strong relationships, you have to **Care Personally**. This can be as simple as showing enough vulnerability to admit when you're having a bad day, and creating a safe place for others to do the same.

Since you learned to talk you've likely been told some version of, "If you don't have anything nice to say, don't say anything at all." Then you become the boss and the very thing you've been taught not to do since you were a toddler is suddenly your job.

In order to be the most impactful and successful leader you can be, you have to **Challenge Directly**. Believe it or not, challenging people is often the best way to show you care. It does not mean that whatever you think is the truth; it means you share your (humble) opinions and observations directly.

### Session 1 & 2 Presented By:

**Joan Marshall**  
Certified Talent  
Optimization  
Consultant, PI  
Midlantic



Joan brings 25+ years of diverse experience in executive Human Resource functions to her role. Prior to joining the Predictive Index family in 2002, she worked as a Human Resources leader for companies such as Towers Perrin (now Willis Towers Watson), Grant Thornton, eCal Corporation, American Business Financial Services and the American Red Cross. With more than 18 years of experience supporting her clients, she enjoys combining her HR leadership experience with the power of PI's Talent Optimization tools to help her clients achieve their goals, create fully engaged teams, and build strong corporate cultures.

Joan enjoys coaching leaders and emerging leaders, utilizing her training and certification in Core Energy Coaching (iPEC) and Emotional Intelligence Coaching (EQi 2.0). In addition, she has created and delivered powerful leadership skills training programs to non-profit and for-profit organizations.

### Session 3: Core Leadership Disciplines: Awareness, Acceptance & Conscious Choice

Participants will gain understanding of their core beliefs, patterns and triggers and learn to be more intentional through exploration of three core disciplines of leadership:

- **Awareness:** Participants are guided to explore their values, thoughts, emotions, and behaviors with keen attention. They are encouraged to observe their inner workings without judgment, fostering a sense of objectivity towards their experiences.
- **Acceptance:** Learn the importance of embracing oneself wholly, including both strengths and areas for growth, as well as acceptance of others and situations (clearly see 'what is' and not fight to change 'what was').
- **Conscious Choice:** Explore the power they hold in making deliberate decisions – gain insight into how their choices influence their lives. Empower participants to align their actions with their values and aspirations, leading to a more intentional and purposeful life

### Session 4: Building New Habits

This session will help participants identify new habits they want to create and will enable them to make the changes that are most important to them.

Topics will include:

- Using basic elements of neuroscience to understand how to build new habits
- Identifying new habits that the participants want to create
- Understanding how our inner saboteurs get in our way and how to deal with them (including an individual saboteur assessment)

Participants will leave with an action plan and an accountability partner to help them on the path toward building the habits that will best serve them.

### Session 3 & 4 Presented by:

**Alicia Daugherty**  
Alicia Daugherty  
Coaching LLC



Alicia spent the majority of her career in corporate America, most recently as a Vice President at Comcast. She held a variety of leadership roles including field operations, program management and customer experience.

Throughout her career, Alicia found that the most rewarding aspect of any job was working with people to develop their personal and professional potential. It is now her passion to help others see themselves more clearly and define their own brand of leadership.

Alicia is a Professional Certified Coach recognized by the International Coaching Federation, a Professional Certified Co-Active Coach and a Certified NeuroTransformational Coach. She provides individual, team and group coaching across multiple industries. Client companies include Comcast, Merck, PGE, Goldman Sachs, and Dick's Sporting Goods, among others. She also serves as a mentor coach for individuals pursuing coach certification.

**Julie Rohmer**  
J Rohmer  
Coaching LLC



Prior to starting her career in coaching, Julie had close to 30 years of experience in the corporate world, having worked in a variety of roles and departments - program management, change management, customer experience, engineering, and learning & development. She has worked for/with companies across a variety of industries: Comcast, JP Morgan Chase, Glaxo Smithkline, National Westminster Bank, Vanguard, DuPont, Forum Corporation (now owned by Korn Ferry).

With over 500 hours of training and Professional Coaching Certification, Julie is tapping into her true purpose: to help others reach their potential. Her experience coaching includes clients in various industries and companies, including: Comcast, Google, Pinterest, Amerisource Bergen, AmeriGas, Pennsylvania Power & Light (PPL), Pacific Gas & Electric (PG&E), ESPN, TV One, just to name a few.