



CASCADE LEADERSHIP PARTNERS

RETAINING TALENT REQUIRES CREATIVITY, DEDICATION AND A BOLD APPROACH.

ARE YOUR HIGH-POTENTIAL WOMEN LEADERS WALKING OUT THE DOOR?

Gone are the days where we can “hope” that one-size-fits-all incentives and training programs prevent women from leaving.

Cultivating an engaged, diverse, and empowered workforce is the key to securing a competitive advantage and stellar results for the future. High-performing companies cannot afford to experience this trending wave of departures among their valued female leaders.

Companies who invest in and implement **BOLD** signal to every employee that they value, recognize, and are committed to women’s leadership and the leaders who lead them.

BOLD is a unique program that’s easy to implement within your organization. This framework and approach is flexible and dynamic. Most importantly, it’s effective.

The **BOLD LEADERSHIP** program is designed to align key leaders, allies, and senior leaders to work towards the same goal with the same level of awareness, understanding, and commitment. Give them a place and space within your organization where they can:

- ✓ **GROW**
- ✓ **CONTRIBUTE**
- ✓ **INFLUENCE**

Maximum personal and professional growth can be achieved for all while benefiting the bottom line. This program is not a replacement for your current corporate culture. Rather, it’s a program that enhances your culture and creates long-lasting, ROI-producing results.



BOLD IS A NEW CONCEPT: THIS NOVEL APPROACH TO LEADERSHIP RETENTION IS SPECIFICALLY DESIGNED TO STEM THE TIDAL WAVE OF WOMEN LEAVING THE WORKFORCE.



Take **BOLD** action today.

Retention of top talent is not something to consider as women leave your company.

Take the proactive approach to foster loyalty to cultivate an energized, engaged, empowered, and high-performing leadership pipeline for the future.

Provide your key leaders with learning, growth, and advancement – which is what they want most. This will contribute to reduced turnover and a healthy corporate culture.





CLIENTS WHO HAVE ADOPTED THE BOLD PROGRAM HAVE SEEN RETENTION, EMPOWERMENT, AND ADVANCEMENT SOAR.

WHAT MAKES BOLD UNIQUELY EFFECTIVE

is the focus on the participant, their 360 degree relationships, and the organization as a whole. Partnership with allies and peers is the key component of the ongoing success of the **BOLD** approach to leadership.

Clients who implement the **BOLD** program:

- Benefit the bottom line - Increase ROI
- Retain high-potential and top women talent - Grow Pipeline
- Increase engagement and empowerment - Deepen Loyalty
- Improve corporate culture - Workplace Transformation

BOLD aligns high-potential women with their managers to develop and advance their careers in a time when it's critical for companies to attract, develop and retain top talent.

Let's discuss how the **BOLD LEADERSHIP PROGRAM** can benefit your organization and its people.



TESTIMONIAL

*“During the **BOLD** program I knew something special was going on. There was so much excitement among all the participants about the value they were getting from it. I can't remember anything in the history of Amy's that had this kind of impact.”*

- ANDY BERLINER
Founder & CEO of Amy's Kitchen



BOLD

Be Themselves

Own Their Zone

Lead with Presence

Dare to Share

BOLD Program



PARTICIPANTS

Up to 24 BOLD Program participants and no more than 25% men

ALLIES

Leaders of the PARTICIPANTS, essential in fostering a culture shift and developing the organizations future leaders

COACHES

Two Coaches that lead and facilitate the BOLD Program (Curriculum is available to certify internal coaches)

PROGRAM LAUNCH

The official commencement of the BOLD program, attended by the entire COHORT. PARTICIPANTS and their leaders (ALLIES) come together for a 2-hour interactive overview of the BOLD research data facilitated by COACHES. COACHES provide context, content, and encourage dialogue, creating an eye-opening experience for all attendees. Before this launch, we ensure alignment with leadership, the COHORT is carefully selected, and the program is customized to meet specific needs.

BOLD EXPERIENCE

The predominant component of the BOLD program. The BOLD Experience is a 2.5-day in-person session held off-site. The experience combines deep coaching, a supportive community, and rich content. Consisting of a welcome dinner and evening networking event on day 1, followed by 2 full days of content. For added flexibility, a virtual alternative of the BOLD Experience is available.

COACHING CIRCLES

These 2-hour sessions occur four times throughout the BOLD program. Coaching circles are virtual (with the exception of the first) and are facilitated by a COACH. These circles follow a structured format, combining breakthrough coaching, skill development, and tool-based content. This empowering approach encourages active participation and enables participants to develop their own coaching skills within a trusted community of peers.

ALLIES SESSIONS

These 1 hour sessions are attended by ALLIES and led by COACHES. Two sessions are held throughout the BOLD program. The sessions help ensure ALLIES full inclusion and engagement in the BOLD program. During the sessions the COACHES guide ALLIES in creating a supportive, impactful learning environment for the PARTICIPANTS while contributing to their growth, leadership development and fostering a company culture

TRIAD COACHING

This 1 hour virtual coaching session conducted with each PARTICIPANT, thr ALLY and are facilitated by a COACH. During the session the PARTICIPANT takes the lead by setting the agenda for the conversation and the confidential session focuses on what matters most to the PARTICIPANT. The scope of discussions can range from requesting and offering feedback to exploring the challenge of effectively managing work-life boundaries. Triad Coaching provides a supportive space where PARTICIPANTS delve into meaningful discussions and receive coaching support from both their ALLY and the dedicated COACH.

CAPSTONE EVENT

The Capstone Event serves as the culminating moment of the BOLD program. During the event the PARTICIPANTS take the lead in designing and delivering a special gathering that celebrates their journey, acknowledges their growth, and shares valuable BOLD insights. The event is an opportunity for the COHORT to come together, reflect on their transformational experiences, and gain a deeper understanding of how they can engage differently to fully embody their empowered selves.

