

Taking the Stage Women's Empowerment And Mentorship Program

Custom Program for Women in the
Ontario Trucking Association

**THE
HUMPHREY//
GROUP**



**ONTARIO
TRUCKING
ASSOCIATION**



EMPOWERING WOMEN AT OTA TO TAKE THE STAGE

The ability to speak with clarity and conviction is critical for all leaders, regardless of their gender. Yet women continue to face obstacles in the workplace that can undermine their desire and ability to speak and be heard as leaders.

To support the advancement of women within the trucking and transportation industry and further increase engagement, OTA will launch a custom **Taking the Stage** program.

This program will provide a purpose-built space for women to come together to enhance their leadership skills. They will

- Think critically about the **leadership identity** they want to create.
- Acquire a simple scripting methodology for **storytelling** designed to unleash their authentic conviction
- Unlock their vocal and physical **presence** so that their convictions are heard.
- Become mentors and mentees, providing an opportunity for greater engagement within the OTA.

The outcome will be to strengthen the leadership skill in the Trucking Industry.



Phase 1 / Taking the Stage®

Day 01

- + Module | Embrace Leadership Identity**

Leadership identity for women encompasses the unique qualities, experiences, and perspectives that women bring to leadership roles. It involves recognizing and embracing one's authentic self as a leader, navigating challenges specific to women in leadership. In this module, participants discuss the six principles of a leader's mindset and the challenges facing women today. Identify the convictions that are core to their identity and actions they take to better embrace their leadership identity.
- + Module | Storytelling for leaders**

In the changing landscape of women's leadership, storytelling isn't just a technique—it's a way to make big changes, opening up new possibilities and reshaping the idea of what success looks like for future generations. This module will help participants to learn how to use storytelling as a leadership tool by understanding their identity and their impact, having the courage to share their stories with conviction, connecting with the audience and moving from just information sharing to inspiration.

Day 02

- + Module | Building your Network Through Relationship Building**

In a world where collaboration and support are crucial, effective relationship building becomes a cornerstone of successful leadership. Building on the learnings from the first day, participants will identify relationships that are crucial to their success. By being in a purpose-built environment where they can share authentically, they will assess the depth and breadth of their network and identify and broaden their networking opportunities.
- + Module | Unlock the Power of Presence**

It's crucial to create environments that encourage and amplify the voices of women, providing platforms for open communication and fostering a culture of inclusion. Recognizing and addressing barriers women have faced can contribute to a more equitable and supportive space where women feel empowered to share their thoughts and ideas. In this session, participants will share their stories in a safe space and receive peer to peer feedback as well as coaching from the facilitator on voice, pace, expression and delivery. They will learn to use physical presence effectively in a variety of scenarios.

Phase 2 / Mentorship Program

Engaging in a mentorship program provides invaluable guidance, fosters professional growth, and accelerates career development through personalized support and shared wisdom.



Mentorship plays a pivotal role in empowering women within the workforce, offering a myriad of benefits that extend beyond professional development. Mentorship fosters a sense of belonging and inclusion, mitigating the challenges that women may encounter in male-dominated industries. It cultivates confidence and resilience, enabling women to voice their ideas and contribute effectively. Moreover, mentors serve as role models, inspiring women to envision and pursue leadership roles.

The mentor-mentee dynamic creates a supportive network, facilitating access to opportunities and resources. As women progress in their careers, mentorship can bridge the gender gap by promoting diversity and inclusion. Ultimately, mentorship for women in the workforce is a catalyst for personal and professional growth, fostering a more equitable and thriving workplace environment.



Roles

OTA Mentors

There is no fixed rule for how often mentors need to meet with their mentees. It's a matter of finding a balance that works for both parties and aligns with the goals of the mentoring relationship. Regular communication and periodic reassessment of meeting frequency can help ensure that the mentoring partnership remains effective and supportive. The early stages are critical to build trust and rapport and the frequency can be established between individuals. Regular, consistent meetings can help maintain momentum and demonstrate a commitment to the Mentoring relationship. The frequency of the meetings should align with the goals and objectives. Mentors from OTA will work with their Mentees to establish the frequency. OTA will pair up the participants with their mentors and communicate prior to the launch of the program.

The Humphrey Group

We are here to Partner with OTA to ensure the success of the program. THG will work with OTA Mentors and Mentees through coaching sessions, Feedback and collaboration. Program will be designed to :

- Provide Skills through Interactive Training
- Reinforcement Post Delivery through group coaching
- Defining Learning in the Workplace and impact of the Program
- Working with Mentors to formulate Coaching Session
- Providing Mentors coaching on how to Provide Feedback



Roles

Mentors

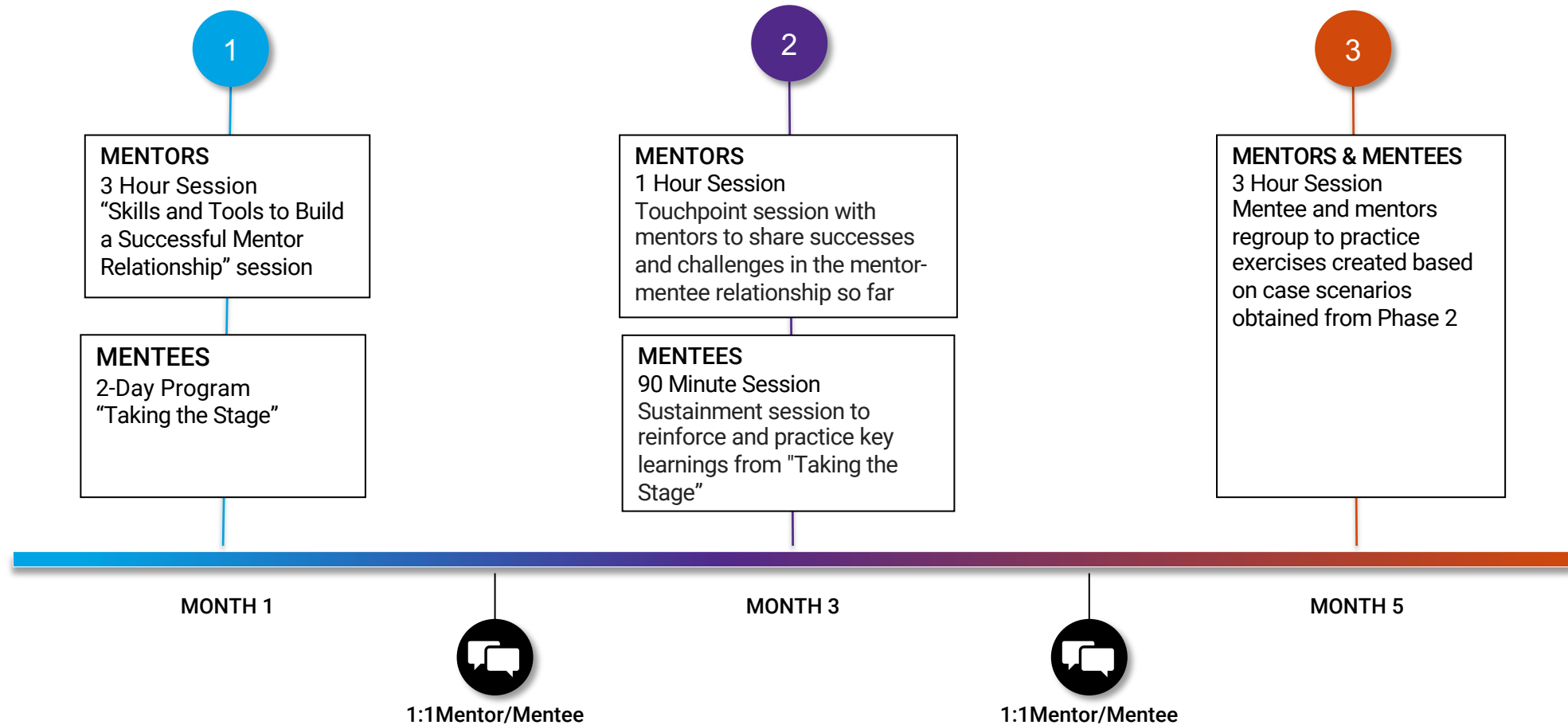
To ensure the success of OTA's mentorship program, mentors will participate in a 3-hour session titled "Skills and Tools to Build a Successful Mentor Relationship". This session will lay the foundation for cultivating a productive and meaningful connection between mentors and mentees. THG will guide mentors through the creation of a mentoring action plan, covering essential elements like initiating the relationship, building rapport and structuring mentorship meetings throughout the 5-month period. After the initial launch of the Mentorship Program where Mentees will meet their Mentors, we have highlighted a minimum of 2 one-on-one sessions but will recommend for 2 or 3 additional sessions after the completion of final session based on the requirements of the individuals.

Mentees

Mentees actively contribute to shaping the goals of the mentorship relationship- and success relies on the mutual commitment of both parties. To kick-start this journey, mentees will participate in a 2-day program, Taking the Stage- designed to equip them with communication skills that will strengthen their leadership identity.

As part of the Taking the Stage program, mentees will reflect on their individual objectives for both personal and professional development. After completing Taking the Stage, mentees will leverage their learnings to drive conversations in their mentor meetings and continue cultivating their leadership identity during and beyond the Mentorship Empowerment Program.

Stages Breakdown



[The coach] exceeded my expectations beyond words! They have helped me become more effective in how I lead and communicate. The coaching program is holistic - from structure and content to posture and presentation. The Humphrey Group is now training my direct reports on how to inspire through communication.

- Chief Financial Officer, IT Industry

This coaching program will challenge you, push you out of your comfort zone, and you will be a better leader for it! I highly recommend it for anyone at any point in their leadership journey!

- SVP, Financial Sector



About Us

We are the leadership communication experts.

For over 35 years, The Humphrey Group has developed leaders to be better, more inspiring communicators, increasing their ability to drive results, increase engagement, and elevate organizational success. Our singular focus on leadership communication guarantees a depth of expertise unmatched in the market. We are passionate about our purpose to create a more human workplace and a more human world through communication training, and our goal is to exceed your expectations through every step of the process.

We can't wait to get started!



35+

YEARS IN BUSINESS

500k+

PROGRAM ALUMNI (AND COUNTING!)

20+

COUNTRIES WE'VE WORKED IN

56+

TEAM MEMBERS

Learn More

To learn more about how The Humphrey Group improves leader communication at all levels of your organization, please contact us.

Michelle Franz 647.926.7546
mfranz@thehumphreygroup.com
www.thehumphreygroup.com

