

Leadership Asheville 25

W*I*L*D

Women in Leadership Development

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Women in Leadership Development

- ❖ Ann Young – Mission Hospitals
- ❖ Maria Roloff – Mission Hospitals
- ❖ Melody Rigdon – The Biltmore Company
- ❖ Shelly Houston – SunTrust Bank
- ❖ Barbara Biss – Asheville Savings Bank
- ❖ Eileen Buecher – UNCA (Collaborative Partner)

Project Goals

- Determine if there are programs & processes in WNC to promote leadership development for women
- Look at opportunities for minority women and determine if there is a special need for programs for them
- Recommend sustainable responses to identified needs

Project Description

- Developed questionnaire
- Sent to selected community women, including LA alumna
- Tabulated, analyzed survey results
- Drafted recommendations
- Co- sponsored Women Leadership panel at UNCA
- Bonded!
- Had a great time!

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Question Number 1

What type of support have you received in your personal and professional life to develop your leadership skills as a woman?

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Question Number 2

Have you had the opportunity to exercise your own leadership skills fully?

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Question Number 3

Does your organization have a process to develop or promote women into leadership roles?

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Question Number 4

Does your organization offer mentoring, scholarships, internships, skills development or other growth opportunities for women?



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Question Number 5

Are you aware of any other organizations or programs in Asheville that are aimed at women leadership development?

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Question Number 6

Can you think of ways that leadership development for girls and women in our region could be further improved or supported?

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Question Number 7

Do you see any special opportunities for women leadership development for minority girls and women, or women who represent other types of diversity?

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Question Number 8

**Have you personally provided support to another
in developing her leadership skills?**

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Question Number 9

Do you personally believe that there should be special programs aimed at women leadership development in Asheville?

What qualities would such a program have?



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CONCLUSION

and

RECOMMENDATION

Conclusion, cont.

- Formal leadership learning opportunities are prevalent
- Women benefit more from 1-on-1 approach to development
- Considerable emphasis was placed on mentoring

Sustainable Proposal

- Develop and offer a class on mentoring
 - Focus on practical advice on how to mentor and how to develop a mentoring environment in the workplace
 - Consider issues of race, class, sexual orientation and other forms of diversity when developing a mentoring program
 - Market program in the community via sponsorship and promotion options
 - Join hands with local higher ed institutions to provide apprentices for mentoring

Takeaways

- Resource Guide for organizations that provide women leadership opportunities
- Lyrics to “I am Woman”

Final Thought

- By understanding how to become a person of influence, navigating politics successfully, being noticed for hard work, ability and dedication, a woman can leverage herself for advancement.
- A successful mentoring experience will open many doors.

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**Encouraging Diamonds in the Rough to
become Radiant Leaders**