

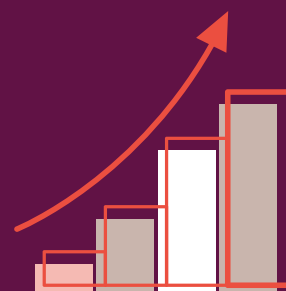
PARADIGM<sup>®</sup>  
*for* PARITY



*From Potential*  
→ *to Promise*

# LEADERSHIP ACCELERATOR

Equip your high-potential talent with the **financial** and **leadership** skills needed to step confidently into operational roles with full P&L accountability—in just six months.



# Prepare your emerging leaders to manage internal organizations, deliver results, and stay visible in critical moments.

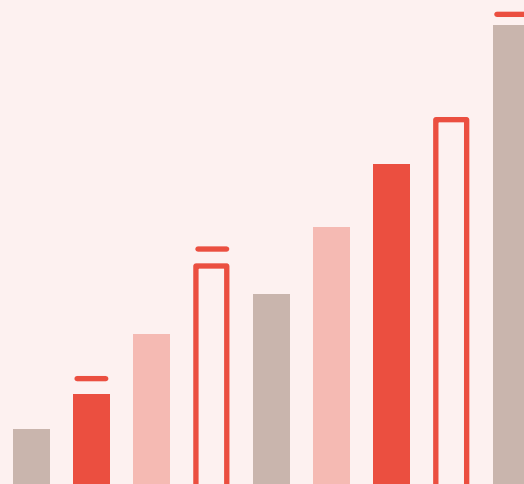


## Leadership Accelerator offers:

- **Comprehensive leadership readiness**  
P&L training, executive presence, interpersonal savvy, and real- world decision-making.
- **One-stop investment**  
Executive coaching, top- tier business faculty, and immersive workshops in one smart package.
- **Retention + readiness**  
Keep and promote your top talent before competitors do.
- **Modeling for complexity**  
Equip leaders to manage tough situations, inspire teams, and stay effective in fast-changing environments.

“Thank you for creating such a fantastic and empowering experience. I recently got promoted to a Director level role and Paradigm for Parity's Leadership Accelerator played a key role in helping me reach this milestone”

### Program Participant





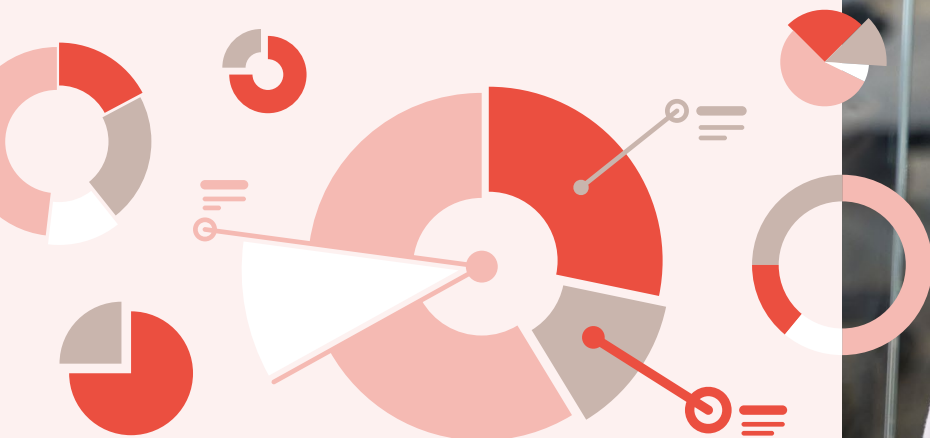
# What Participants Can Expect

## Key Outcomes:

- Build a deeper understanding of business strategy and financial decision-making.
- Gain greater visibility and influence within your organization.
- Improve readiness to lead operational teams and manage P&Ls.
- Develop stronger networks of support and sponsorship.
- Amplify confidence, resilience, and authentic leadership.

## Real Results:

- 50% of 2024 participants expanded their roles within a year.
- 16% of 2024 participants were promoted or transitioned into operational roles.
- Across the board increases in confidence, clarity, and career direction, as well as stronger leadership capabilities.
- Cohorts of 20 to 30 participants build lifelong networks across sectors, companies, and national borders (26% of the 2025 cohort is international).





## How It Works

Paradigm for Parity has assembled a range of best-in-class partners to build a complete training experience –in just six months.

### Leadership Accelerator includes:

- A simulated three-year business strategy to learn key business and financial acumen
- In-depth leadership training in visibility, courage & resilience, confidence & assertiveness, and emotional intelligence.
- Key sessions with external experts who have managed significant P&Ls.
- Internal executive sponsorship one to two levels up, including training for sponsors
- Personal executive coaching
- Global cohorts across industry of 20-30 participants
- All in just 10 to 15 hours of experiential learning and meetings per month



### Who's It For?

- High-potential leaders you want to advance
- Approximately 5-10 years of experience
- On a clear promotion path to P&L awareness or responsibility



# Program Details



## Learn Business Leadership and Financial Strategy

Participants follow a three-year business strategy approach to develop their business acumen in Profit & Loss management, enterprise financial reporting, and key business metrics. Participants work in teams to run a simulated business, identifying how business strategy drives operational decisions that achieve specific business goals and financial outcomes.

Over three simulated years, participants will make multiple interrelated decisions regarding revenue generation and cost management. These decisions involve making trade-offs between revenue opportunities and their associated costs.

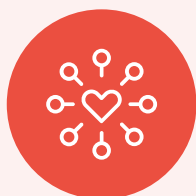
Supported through group discussions, these simulations help participants master essential business concepts, including revenue, profit, margin, cost of goods sold, planning, forecasting, capital investments, R&D, customer satisfaction, ESG, and how decisions transcend the entire organization.



## Learn the Hard Skills of Leadership

All participants engage in an advanced best practices simulation focused on mastering the foundational elements of business leadership, including goal setting, coaching, giving feedback, delegating, and resolving business conflicts.

Participants engage in challenging simulated scenarios over several simulated years, making decisions and experiencing the immediate impact on their direct reports, peers, and managers. Each round concludes with comprehensive feedback and a discussion on integrating best practices into their real-world roles.



## Learn the Soft Skills of Leadership

The learning journey extends to building the soft skills essential for emerging leaders to achieve success through four unique modules:

- **Emotional Intelligence:** Participants delve into the concept of self-awareness, self-regulation, and communicating effectively with others, boosting their self-regulation and ability to manage emotions when dealing with bias, as well as overcoming impostor syndrome.
- **Courage & Resilience:** Participants review the fundamentals of taking risks, being brave, and demonstrating the willingness to speak up. They discuss the common challenges that women of color face in exercising courage, talk through risk-taking, and learn how to bounce back from failure.

- **Visibility:** Participants explore strategies to gain recognition, increase influence, and expand their impact across the organization. They also learn the importance of building and leveraging relationships for exposure and gaining credibility, including internal and external networks for mentoring and sponsoring relationships.
- **Confidence & Assertiveness:** Participants study the foundational attributes of executive success and the “confidence gap,” which makes women hesitant to promote themselves and their accomplishments, and less likely to pursue raises, promotions, or new assignments. Participants learn about the confidence quotient, how to identify and challenge their assumptions, and how others view them, then create strategies to enhance their self-confidence.



## Grow with One-on-One Executive Coaching

Participants take a five-phase coaching journey empowered by evidence-based leadership assessments to support them in everything from goal clarification to achievement. Each participant chooses the coach that is right for them through a customized, algorithm-based matching process from over 1,000 experienced, certified coaches.

Participants enjoy:

- Two 1-hour 1:1 coaching sessions per month.
- Unlimited 30-minute flash coaching sessions.
- Three 90 minute group coaching sessions.
- Access to an exclusive coaching platform, including:
  - Personalized learning through prompts and curated content from HBR, TED, and more.
  - Goal tracking, insight tracking for between-session notes, and follow-up assessments.
  - Confidential messaging with their coach, plus anytime messaging access for “on the fly” guidance through the app.





# Frequently Asked Questions

## What is the structure of the Leadership Accelerator program?

Our program includes a Program Kick-Off and Orientation Event and a Capstone Graduation Event. The program curriculum has six elements:

### 1. Profit and Loss Business Simulator

We place participants in groups no larger than five and give them key P&L principles before placing them in a business simulator where they make decisions based on their individual business goals. All sessions are scheduled directly by the P4P team via Zoom. Participating partner: Advantex.

### 2. Master Class Series

Participants find these “power skill” sessions essential to their professional toolkit, and the group dynamic is a major component in providing a safe, honest space for participants to express themselves authentically on the challenges and rewards of being a leader. All Masterclass sessions are scheduled directly by the P4P team via Zoom. Participating partner: Diversity Woman Media

### 3. MBA Skills Workshop

This one day, two hour workshop will be scheduled directly by the P4P team via Zoom. Participating partner: Goizueta Business School, Emory University

### 4. Executive Coaching

As a part of their pre-work, participants will receive a

questionnaire letting them provide two executive coach suggestions. Participants will schedule one 30-minute meeting with both coaches to determine their coach throughout this 6-month program. Participants schedule their 1:1 sessions via the AceUp platform. The P4P team schedules group sessions via Zoom. Participating partner: AceUp

### 5. Leader Lab

These panel sessions feature current and former P&L female leaders to support participants in navigating the realities of advancing careers in operational roles by sharing leading practices around P&L experience.

### 6. Internal Sponsorship

Each organization is responsible for assigning an internal sponsor to each participant. We recommend internal sponsors meet with their protégés at least four times for one hour throughout this 6-month program; however, protégés and internal sponsors can schedule these sessions to a cadence that works best for them.

While the P4P team will suggest the best timeframe for internal sponsor meetings based on the overall flow of the program schedule, participants are responsible for directly managing and scheduling all internal sponsor sessions

Optional virtual training will be provided to all internal sponsors during the first month of the program.

### Is the program in-person or online?

All sessions are virtual except for the Program Kick-Off & Orientation and the Capstone Event.

### How long is the program and the time commitment for participants?

This six-month program ends in July with a Capstone Event and requires approximately 10-15 hours a month. To strengthen the participants' support network, we encourage them to share the program schedule with their direct managers.

### What is the time commitment for internal sponsors?

We suggest that internal sponsors meet with their protégés at least four (4) times for one (1) hour throughout this 6-month program; however, protégés and internal sponsors have the flexibility to manage and schedule these sessions directly to a cadence that works best for them. All invitations sent to internal sponsors by P4P, including invitations to the internal sponsor Informational Session, are optional.

### Are there any participant nomination requirements?

All participants should be high-potential women leaders, one level below when their organization first assigns P&L responsibility, with 5 to 10 years of experience, who can attend at least 85% of classes.

### Are there any internal sponsor nomination requirements?

Sponsors should be able to commit to meeting regularly with their protégés. And Sponsors should be at least 1-2 levels above the protégé and familiar with the protégé and their work.

### What is the cost of the program, and where do I submit payment?

Leadership Accelerator Program is \$20K for each participant. This includes sponsor training for all internal sponsors, a hybrid Kick-Off & Orientation, and the Capstone Event. Invoices will be sent to before the program commences and be due in full 60 days prior to the program kick-off.

### How do I submit participant and internal sponsor nominations?

After reviewing the program, program schedule, and participant best practices, the nominated participant will complete the Leadership Accelerator Program enrollment form and send it to [leadershipaccelerator@paradigm4parity.com](mailto:leadershipaccelerator@paradigm4parity.com).

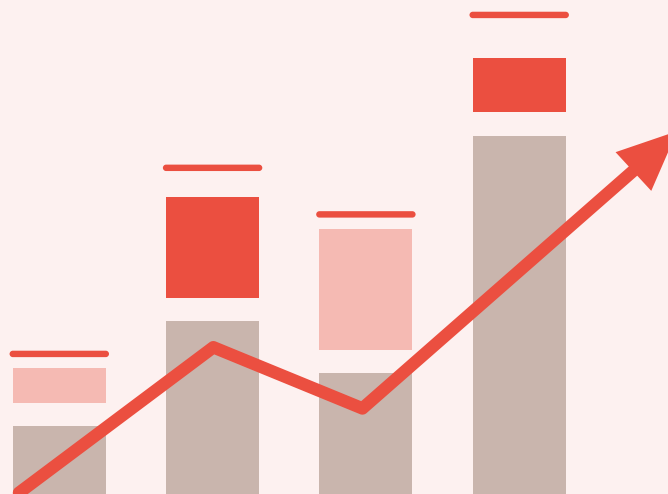
### How can participants maximize the benefits of this program?

To maximize the full benefits of this program, each participant must maintain an overall attendance rate of 85%. Participants will receive an attendance report at the end of each month to track their progress.

Upon completion of the program, the participants are celebrated during the Capstone Event in July. They will be awarded a certificate of completion, along with a digital badge that they can use across professional platforms like LinkedIn and in professional email signatures.

### Who should I connect with if I have questions?

Please contact our Director of Programs and Special Projects, Shauna Blaize ([shaunablaize@paradigm4parity.com](mailto:shaunablaize@paradigm4parity.com)).





# LEADERSHIP ACCELERATOR

You won't find a program this comprehensive,  
at this price, anywhere else.

A \$135K value, we're able to offer Leadership Accelerator for only  
**\$20K per participant** due to our close relationships with our  
partners and our non-profit status.

**That's an 85% cost savings.**

Call or write us today to learn more about group discounts  
and how to sign up your top performers.

**Program Contact:**

**[leadershipaccelerator@paradigm4parity.com](mailto:leadershipaccelerator@paradigm4parity.com)**



## What Our Graduates Say

"This has changed my life, including the impostor syndrome. These ladies, their vulnerability, the nuggets they shared, it's all been amazing. And the fact that I don't have a degree doesn't change that I belong here with you."

**Marquisha Smith, Graduate**

"I learned how important it is to have a place where I can be vulnerable and talk about the opportunities that I have, my growth and development areas, and engage with people who understand and can relate to my experience as a diverse woman in leadership. Thank you so much!"

**Tiffani R. Howard, Graduate**

"Before this program, if you asked me if I was playing to win, I'd say, yeah, 100%. But the truth is, I was never playing to win. I've been only playing not to lose, and that means you play from a foundation of fear. This was such a cathartic experience."

**Cynthia North, Graduate**

