

## OUT AND OUTSTANDING: LEADERSHIP STRATEGIES FOR LGBTQ PROFESSIONALS

### DESCRIPTION

Employees need to bring their full selves to work if they are to contribute at the highest levels. Perhaps you've created Resource Groups or a Diversity Council to give a sense of community and safety for underrepresented employees. Even so, many freshly minted graduates choose to go back in the closet when they begin interviewing and start their first jobs. And many companies' LGBTQ professionals still struggle to present themselves authentically. This leaves trust and productivity on the table and creates headaches for managers responsible for replacing staff who leave for more welcoming work environments.

Out and Outstanding is a unique leadership development program that improves the effectiveness of your company's LGBTQ professionals. Together, we uncover participants' hidden leadership strengths, help build a trusting and supportive professional cohort, and enable your LGBTQ staff to tackle more complex, higher-stakes assignments. In the process, management shows awareness and commitment to an important cohort and raises the bar on inclusion across the company.

### LEARNING OBJECTIVES

After completing this course, employees will have the insights and tools to:

- Understand how their LGBTQ identity shapes their workplace identity and leadership style
- Leverage their unique leadership strengths individually and in teams
- Think, work and lead across organizational silos
- Strengthen their professional network to expand their ability to contribute
- Use resilience strategies and tools like emotional intelligence to better cope with stress and manage change
- Develop communication skills required for authentic leadership

### TARGET AUDIENCE

Out and Outstanding's core leadership curriculum can be tailored to a variety of LGBTQ cohorts within your company including:

- Newer employees who would benefit from an anchoring experience
- Emerging leaders facing new challenges and stretch assignments
- Mid-level and high-potential LGBTQ managers
- Leaders of LGBTQ Employee Resource Groups, Business Resource Groups, or Staff Networks
- Our LGBTQ Leaders Master Class is a two-day immersion experience for senior managers and employees who have completed the initial program

### PROGRAM FORMATS

- On-site: 2 to 3 days (consecutive or spread over a quarter)
- Off-site retreat: 2 to 4 consecutive days

### OPTIONAL POST- PROGRAM SUPPORT

- Goal setting and accountability sessions
- Train-the-trainer programs
- LGBTQ content subscriptions
- Individual and small-group coaching

## DR. JOHN TEDSTROM



John Tedstrom, Founder & CEO of Tedstrom Associates, has held senior leadership positions in government, academia and business, integrating issues of national security, economics, and social justice. He served in the White House where he advised President Clinton on Russia and Ukraine, founded and led major international organizations fighting AIDS and other global maladies, and directed research and taught economics and national security policy at RAND and Columbia University. Most recently, he founded NextGen Leaders, to support the career advancement of younger LGBTQ professionals.

Dr. Tedstrom is Chair Emeritus of the LGBTQ Victory Institute board of directors and serves on the board of Equality California and the Global Business Coalition for Education. He is active in Democratic politics and served on the Foreign Policy Committee, LGBT Policy Committee and National Finance Committee for the Obama for President campaign in 2008. He has lived in Munich, Moscow, and Kyiv, and earned a Ph.D. in international economics and Russian studies from the University of Birmingham, England. He is the author of scores of academic articles; his book, *Socialism, Perestroika and the Dilemmas of Soviet Economic Reform*, was published in 1990. He is a Chopra Center Certified meditation instructor.

## AMY C. WANINGER

Amy C. Waninger is CEO of [Lead at Any Level LLC](#), a certified LGBT Business Enterprise. Amy's passion is working with organizations that want to build diverse leadership bench strength for a sustainable competitive advantage. She is the author of several books, including *Network Beyond Bias: Making Diversity a Competitive Advantage for Your Career*. Prior to founding Lead at Any Level, Amy was a senior manager in a Fortune 100 Insurance Company where she served on the national leadership team for their LGBTQ+ Employee Resource Group and on an enterprise-wide council to engage men as allies.

Amy is a Professional Member of National Speakers Association and a Prosci Certified Change Practitioner. Her other credentials include two degrees from Indiana University and a World's Best Mom coffee mug.



## ERIN PASSONS



Erin Passons is the president and founder of Passons Consulting. Prior to founding Passons Consulting, Erin was a Management Consultant at Gallup, the research and consulting firm known for creating the StrengthsFinder assessment and for their work with global public opinion and workplace polling. During her tenure at Gallup, Erin worked with Fortune 500 companies such as Microsoft, Best Buy, Hewlett Packard, Toyota, and Disney to provide training and coaching in the areas of management effectiveness and leadership development.

Erin is also the founder of StrengthsNetwork San Diego, an association for StrengthsFinder professionals and followers in the Southern California region. Erin earned her bachelor's degree in sociology from the University of California-Santa Barbara and received her MBA from Georgetown University in Washington, D.C.