

## IT WOMEN MASTERMIND GROUP<sup>©</sup>

Despite progress in employment gender equality, men continue to substantially outnumber women in terms of employment and leadership in IT and the tech industry. Women empowering Women is key to the change needed to affect a different outcome. This IT Women Mastermind Group is a twelve-month program in which likeminded women come together to take control of their destiny in a collaborative workshop format.



### PROGRAM FEATURES

#### Monthly Mastermind Group Discussions

- A collaborative six-month pilot program in which a small group of women IT leaders with common leadership experience, goals, and requirements grow together in monthly one-hour virtual workshop sessions discussing common topics, recognizing growth opportunities, and identifying immediate actionable steps.

#### Features to be added post-pilot:

- **BATES EXPI<sup>™</sup> Executive Presence Assessment**  
Individual assessment measuring the self-perceptions of the leader and the perceptions that others have of her character, substance, and style
- **Access to Executive Advisory**  
Every participant has 3 hours of individual coaching throughout the life of the program.

### BENEFITS

- Build a supportive community of women who get your challenges as a woman in IT
- Navigating male leadership challenges
- Finding and developing managerial courage
- Demonstrating presence
- Identifying your leadership style
- Creating a culture of inclusion
- Finding your voice
- Discover the power of belonging
- Diversity of ideas without fear
- Inspiring action
- Cultivating a sponsor

### STRUCTURE

- **Kick-off:** Mid-May 21, 2020, Registration Closes May 15, 2020
- **Who:** Female Mid-Career Leaders of people (maximum of 12 participants per group)
- **How:** Monthly 1-Hour virtual workshop discussion with breakout and accountability partnerships
- **Where:** Zoom video conference – no travel required
- **Investment:** No Fee During Pilot
- **Application Process:** Schedule a 30-minute discussion to determine group designation [Let's Talk! Discovery Discussion](#)

### YOUR ADVISOR



#### Mary Patry

- 40 plus years IT leadership experience
- IT Executive Coach and Advisor
- ICF Professional Certified Coach
- Former CIO and IT Executive

Many offer “executive coaching”, “advisor”, or similar services. Few are certified, some have IT executive experience. Mary Patry, founder of ITeffectivity brings both in abundance. Over forty (40) years of IT leadership experience including years as CIO, focused and enhanced by investing herself in becoming an ICF Professional Certified Coach. Mary and her team are the ideal objective outsider who speaks your language, understands your challenges, and identifies with your aspirations.

*“Mary possesses great listening capabilities and is a trusted advisor, committed to providing unbiased guidance in a safe/confidential environment. She focuses on eliciting information rather than telling you what to do. She personally helped me make improvements regarding enhancing my visibility within the organization and improving my perceptions among leadership which has led to an increase this year in the scope of my responsibilities.”*

- Sr. Director, IT