

## Frequently Asked Questions Women In Leadership (WIL)

### **Who is eligible to apply to the WIL Program?**

*For program eligibility and further details: [WIL Website](#)*

### **How do I apply to the WIL Program?**

*Individuals wishing to apply to WIL must apply via a google link. Applicants must also submit an up-to-date resume, and a co-signed supervisor co-commitment letter for their application to be considered complete. Individuals who have submitted all required items will also have the opportunity to interview with the Learning and Development team as part of the application process.*

### **How will I find out if I am accepted into the WIL program?**

*If an applicant is accepted into the WIL program, they will receive a congratulatory email.*

### **How often is the WIL Program offered?**

*The WIL Program is offered every year and a half.*

### **Does my application carryover from one WIL cohort to another?**

*Applications do not carry forward. If you are not accepted, you will need to apply again for the following cohort.*

### **Is there a waitlist for the WIL Program?**

*There is not a waitlist for the program. Individuals must apply for each cohort to be considered.*

### **Do I have to attend all the dates for the program?**

*Before applying to the WIL program, we ask that you hold each of the learning days on your calendar, as the expectation is that participants attend all learning days.*

### **I am interested in WIL & LEADS can I apply for both programs?**

*Yes, you can apply to both leadership programs. However, we encourage you to review the specific eligibility criteria and areas of focus for each program to ensure that they align with your goals and interests. If selected for more than one program, you will need to choose which opportunity best fits your professional goals and professional development plan.*

### **What is the time commitment for WIL?**

*Participants can expect to commit to an entire learning day one Wednesday a month, in the month of October there will be two learning days. Participants can expect to commit up to several hours of monthly learning outside of formal learning sessions. This includes practice related to course content, Wisdom Circle attendance, and work on their Capstone Project. Time*

would also need to be allocated to meet with appropriate resources linked to the development and implementation of the Capstone Project.

### **How will participating in WIL impact my career?**

*It is the goal that participants will gain the confidence to serve as a leader in their departments, teams, and divisions through their WIL experience. We encourage individuals to talk about their goals, aspirations, and opportunities available to them with their respective leadership.*

### **What can I expect during a WIL learning day?**

*Each learning day consists of a morning learning session and an afternoon learning session. More information on learning dates can be found [HERE](#).*

### **What is the role of the supervisor?**

*Supervisor commitment to expectations is fundamental to program outcomes. If a supervisor is not able to commit, the participant's experience is compromised, therefore we cannot accept a participant if one's supervisor is unable to commit to the requirements. Applicants must have a supervisor who is committed to playing an active role in the applicant's experience (should they be accepted). More information on supervisor expectations can be found [HERE](#).*

### **Will my supervisor receive any training or support during the WIL experience?**

*Supervisors of individuals accepted into the WIL program will be invited to attend an introductory session to review the supervisor's role in the program, attend a manager check in session, mid-way through the program, and be provided with monthly learning conversation guides for WIL dialogues. In addition, supervisors will have access to the WIL program manager as needed.*

### **What is a supervisor co-commitment letter, and why does it need to be signed?**

*The supervisor co-commitment letter outlines the agreement and shared commitment between an individual's supervisor and the applicant to participate in the WIL program. It outlines the time and resource commitments required, and the supervisor's role in supporting the individual's development.*

*The letter is helpful in building:*

- **Mutual Understanding:** Both the individual and the supervisor acknowledge WIL's demands, such as time away from regular duties or assignments.
- **Support:** The supervisor agrees to provide the necessary resources, encouragement, or flexibility to enable the individual to fully engage in WIL.
- **Accountability:** It formalizes the supervisor's role in fostering the individual's growth and commitment to applying the skills learned to benefit their department, division, and Dartmouth as a whole.

**Do I need to update my resume or CV to be considered for the program?**

*Yes, for the committee to review all your experience and materials, we recommend submitting an updated resume.*

**Do I have to present a Capstone Project to complete the program?**

*A requirement of the WIL Program is to present a Capstone Project to senior leaders, their cohort, and managers. The project does not need to be completed, but it should meet a collegiate priority.*

**Does my application need divisional approval?**

*Applications do not need divisional approval. However, we strongly encourage individuals to talk about their intent to apply with their manager.*

**I have already participated in LEADS can I still apply to this leadership program?**

*Yes, you are eligible to apply to WIL, even if you have recently participated in LEADS. Each program has unique objectives and areas of focus, so we encourage you to review the specific eligibility criteria to ensure that they align with your goals and development plan.*

**Is the WIL program open to women only?**

*The WIL Program is open to anyone interested in developing leadership skills, with a focus on addressing the unique challenges and opportunities women often encounter in leadership roles. While the program is designed to empower and support women, it welcomes all participants who are aligned with its mission and goals.*