

Women in Leadership Information Packet 2025-2026

We are pleased to be accepting applications for the first cohort, which will launch in September 2025. Details of the program can be found in this packet. **Applications are due by Monday, March 3, 2025. To apply [click here](#). We are utilizing a Google doc for applications; you will need to sign into your Dartmouth Google account. For more information on Dartmouth Google Accounts please visit: <https://google.dartmouth.edu/> you will be prompted to enter your Net ID to access your Dartmouth Google account.**



Women In Leadership (WIL) Program Description

Leadership is about inspiring others to give their best, cultivating collaboration, and delivering results. WIL is an investment in high-potential, high-performing individuals that demonstrate a commitment to ongoing learning and professional development. The dynamic and engaging nine-month program is cohort-based, with limited space, participants will represent a unique cross-section of Dartmouth.

Over the course of the nine-month program participants will:

- Create a personalized leadership development plan anchored in an assessment of their unique strengths and growth areas.
- Create a Capstone Project that meets a campus wide priority.
- Strengthen communication and leadership skills.
- Gain confidence to serve as a leader in their departments, teams, and divisions.
- Create a collaborative cross-institutional learning community.
- Learn skills to create and maintain an environment that fosters diversity, inclusion, equity, and belonging.

WIL is a unique, experiential professional development program committed to enabling the full participation, success, and advancement of women-identified (WI) professionals at Dartmouth. The program is open to all employees who support and are committed to this mission. This program is different from other leadership programs currently being offered at Dartmouth as it strives to create equitable opportunities to grow the pipeline of WI leaders.

WIL is a selective program. Applicants must have the support of their supervisor. Applications do not guarantee participation in the program as we aim to create a well-balanced and diverse cohort.

Highlights of the program include:

- **Support from supervisors, peers, subject matter experts, certified facilitators, and trainers:** Coaching and mentoring throughout the program provides participants with many avenues to reflect on learning, problem-solving, and identifying best practices for their leadership.

- **Direct application of learning in one's work-environment:** Through self-directed practice work, consulting, and a capstone project, participants will build on strengths and apply what they gain from the program in real-time.
- **Cultivating Dartmouth's competencies for leadership development:** Designed for individuals who are self-motivated, the program strengthens core competencies for successful leadership at Dartmouth.

Dates for WIL Sessions 2025 – 2026

Supervisor Session:	To be announced	
WIL Kick-off	Wednesday, September 10	
Breakfast (for cohort and supervisors)		8:30 a.m. – 11:00 a.m.
Cohort Meeting		11:15 a.m. – 12:00 p.m.
Opening Retreat	Wednesday, October 8	8:30 a.m. – 4:30 p.m.
	Thursday, October 9	8:30 a.m. – 4:00 p.m.
Networking Opportunity	Thursday, October 9	4:00 p.m. – 4:30 p.m.
Learning Days	Wednesday, November 5	9:00 a.m. – 4:00 p.m.
	Wednesday, December 3	9:00 a.m. – 4:00 p.m.
	Wednesday, January 14	9:00 a.m. – 4:00 p.m.
	Wednesday, February 4	9:00 a.m. – 4:00 p.m.
	Wednesday, March 4	9:00 a.m. – 4:00 p.m.
	Wednesday, April 15	9:00 a.m. – 4:00 p.m.
Capstone Project Presentations	Wednesday, May 6	8:30 a.m. – 2:00 p.m.
(Supervisors and divisional leadership will be invited to attend)		
Wisdom Circles	Wednesday, October 22	9:00-10:30 (Via Zoom)
	Wednesday, November 19	9:00-10:30 (Via Zoom)
	Wednesday, December 17	9:00-10:30 (Via Zoom)
	Wednesday, January 21	9:00-10:30 (Via Zoom)
	Wednesday, February 18	9:00-10:30 (Via Zoom)
	Wednesday, March 25	9:00-10:30 (Via Zoom)
	Wednesday, April 29	9:00-10:30 (Via Zoom)

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WIL Curriculum Overview

WIL was developed to support Dartmouth's high-potential leaders to help build a collaborative and high-performing workforce for everyone. Curriculum will be delivered by content experts who will integrate individual development, organizational performance, and collaboration skills throughout the nine months.

Competencies to be developed:

- **Personal Leadership**
- **Fostering Diversity, Inclusion, Equity, and Belonging**
- **Communication**
- **Leading and Influencing**

What are the requirements and time expectations for WIL?

Role of Participant

Due to the program's focus on building a cohesive learning community, it is the expectation that participants attend all learning and wisdom circle dates in full. In addition, we ask that participants work with their supervisor to set aside appropriate time for the following activities throughout the program:

- Commit to up to six hours of monthly learning outside of formal learning sessions, this includes work on their Capstone Project, and Wisdom Circles.
- Meet with their supervisor each month to discuss learning from WIL and opportunities for practical application.
- Meet with appropriate resources linked to the development and implementation of the Capstone Project.

Role of Participant's Supervisor

Research on leadership development shows that 70% of learning happens through real life and on-the-job experiences, tasks, and problem solving. While learning is important, one's ability to practice new skills and engage in ongoing reflection in the work environment is essential. In WIL, the supervisor plays a critical role in supporting the participant's learning process and integration of new insights into one's day-to-day work.

This program requires that the participant's supervisor be involved in the following ways:

- Sign a Supervisor Letter of Co-Commitment as part of the nominee's application process.

- Attend a 1-hour introductory session for supervisors at the beginning of the program. The session will cover an overview of the program and the supervisor's role. If unable to attend the designated session, the supervisor will meet individually with a member of the Learning and Development team to review the material.
- Attend the opening breakfast on Wednesday, September 10, 2025.
- Support the participant's involvement by providing adequate time for them to participate fully in learning days and practice.
- Support the participant as they create and implement a Capstone Project that meets Dartmouth goals and provides an opportunity to stretch their leadership skills. We will provide guidance to participants and supervisors for the development of this project.
- Participate in a monthly learning conversation with the participant to discuss insights and practical application from the program. We will provide a suggested structure and guidance for learning conversation topics.
- Attend the participant's Capstone Project presentation on Wednesday, May 6, 2026.

Due to the important role that the supervisor plays in the program, we cannot accept applicants whose supervisors are unable to meet these role requirements.

What is a cohort?

A cohort is a group of participants selected to participate together in WIL over the nine-month period, forming a learning community. Through this common experience, cohort members acquire a common skill set and a sense of accountability and mutual support. Members foster a shared focus on leadership potential and build the trust necessary for risk-taking and innovative collaboration, both during WIL and beyond as colleagues at Dartmouth.

What is included in WIL?

The design of WIL is intended to facilitate focused learning over time in the context of a supportive peer-learning community.

Features of the program include:

- Opening and closing events
- Initial two-day retreat
- Nine-days of in-person training sessions, to be held once a month
- Monthly intersession Wisdom Circles designed to enhance and facilitate learning and community between sessions
- A new network and set of relationships with peers representing diverse areas of Dartmouth
- Ongoing coaching and learning
- Clifton Strengths assessment model
- Creation of a personalized leadership enhancement plan
- A Capstone Project designed to stretch leadership capacity and skills in one's existing work, with supervisor support
- Monthly learning conversations with supervisor to discuss application of learning

What are the criteria for eligibility?

WIL is a selective program. Applicants must meet the following criteria:

- Minimum of 3–5 years of experience in a supervisory or leadership capacity.
- A demonstrated commitment to their leadership role, a willingness to be challenged and learn from experience, and an interest in cultivating self-awareness and emotional intelligence.
- Ability to participate in the nine-month program, which includes one day per month of formal in-class learning and up to six hours per month of additional work related to the Wisdom Circles and Capstone Project.
- Positional authority within their team, committee, or department to lead and influence change.
- Would benefit from cross-institutional exposure due to their positional responsibilities or time at Dartmouth.
- To ensure an optimal experience for all, it is highly recommended that applicants have at least one year of experience at Dartmouth.

How do I apply?

WIL is a selective program. Applicants must receive the support of their supervisor. A signed co-commitment letter from your supervisor and your resume, must accompany your application. Applications are due by **Monday, March 3, 2025**. For more information, please contact [Learning and Development](#).

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