

Ask Your Employer to Invest in Your Growth

A guide to requesting employer support for Thriving Women Leaders

When you've built a significant career, continued growth isn't always about adding another conference, course, or credential. Sometimes the greater value comes from stepping outside the day-to-day, gaining perspective, examining how you are leading, and making deliberate choices about what comes next.

Thriving Women Leaders Signature Retreat is an immersive professional and personal development experience for accomplished women leaders. For many organizations, supporting this experience is an investment in the continued growth, effectiveness, and engagement of a valued senior leader.

THE BUSINESS CASE

Why this is worth the investment

Organizations invest in experienced leaders because their continued growth matters — to the leader, the people they lead, and the organization itself.

Thriving Women Leaders creates protected space for participants to step away from immediate demands and focus on questions that can be difficult to address in the pace of everyday work: Where can I have the greatest impact? What deserves more — or less — of my leadership energy? What needs to change for my leadership to remain sustainable? What do I want the next chapter of my career and life to look like?

Participants leave with greater **clarity**, **perspective**, and **self-awareness**, supported by concrete, chosen **actions** they can carry forward.

DEVELOPMENT IS AN INVESTMENT

11%

Greater profitability – companies who invest in employee development¹

2X

More likely to retain employees who feel invested in¹

94%

Of employees would stay longer at a company that invests in their growth²

¹ LinkedIn Workplace Learning research. ² Gallup workplace research.

WHAT THE EXPERIENCE DEVELOPS

Five outcomes participants carry forward

Clarity & Strategic Perspective

Protected time away from daily demands to examine priorities, leadership choices, and where your time, energy, and influence can have the greatest impact.

Self-Awareness & Intentional Leadership

Individual coaching, peer coaching, and facilitated reflection designed to surface patterns, challenge assumptions, and support more deliberate choices.

Sustainable Ambition

Focused work around boundaries, energy, resilience, and the realities affecting women in demanding leadership roles — caring deeply without carrying everything.

Connection & Broader Perspective

A deliberately small cohort of accomplished women across industries, creating access to candid conversation, diverse perspectives, and relationships beyond your own organization.

Forward Movement

One-on-one coaching and reflection that translate insight into clear, chosen actions, followed by a 30-day reunion, peer partnership, and continuing community.

WHY CANYON RANCH?

The setting is intentional

Meaningful reflection is difficult when it is squeezed between meetings, emails, and everyday responsibilities. Canyon Ranch Austin creates physical and mental distance from those demands so participants can engage more deeply in the work.

The retreat integrates structured coaching and facilitated development with nature, movement, healthy food, sleep, and restorative practices. These elements aren't separate from the experience; they create the conditions for perspective, honest reflection, meaningful connection, and sustainable change.

This is not a conference — and it isn't a vacation. It is protected space designed to make a different kind of development possible.

MAKING THE ASK

Connect the retreat to your priorities

The most compelling request connects the retreat to **your role, your development priorities, and the value you want to bring back to your organization.**

Before approaching your employer, identify one or two outcomes that matter most right now. You might consider:

- A leadership transition, expanded role, or significant organizational change
- Greater clarity about where to focus your leadership energy and influence
- More sustainable ways of navigating a demanding role or season
- Increased self-awareness and intentionality in how you lead
- Broader perspective from accomplished leaders outside your organization
- Clarity about your continued growth and contribution to the organization

SAMPLE REQUEST

A starting point to adapt in your own voice

Subject: Professional development request — Thriving Women Leaders

Dear [Manager's Name],

I'd like to request the organization's support for a professional development experience I'm considering in the spring: Thriving Women Leaders, an immersive retreat for accomplished women leaders at Canyon Ranch Austin, April 4–7.

The experience combines individual executive coaching, peer coaching, facilitated development, and focused work around leadership, wellbeing, boundaries, sustainable leadership, and navigating what's next.

At this point in my own development, I'm particularly interested in [insert your relevant goal or challenge]. The opportunity to step outside the day-to-day, work individually with an executive coach, and gain perspective from other senior women would give me focused time to examine that more deeply.

I expect to return with greater clarity about [specific organizational or leadership outcome], along with concrete actions I can put into practice. The program also includes follow-up peer partnership and a 30-day virtual check-in to help carry the work forward.

The investment is \$8,500, plus travel. I'd like to explore whether the organization would be willing to cover [all / a portion] of the cost through our professional development budget. I'm happy to share additional information about the program and discuss how it connects to my development goals and our organizational priorities.

Could we find 15 minutes to talk about it?

Thank you,
[Your Name]

AT A GLANCE

April 4–7, 2027 | Canyon Ranch Austin, Texas

10–12 accomplished women leaders | \$8,500 all-inclusive, plus travel

Includes accommodations, meals, retreat programming, two private executive coaching sessions, peer coaching, wellness programming and activities, and a 30-day virtual group check-in.

Applications are open now.

ThrivingWomenLeaders.com