

# Ask Your Employer to Invest in Your Growth

*A guide to requesting employer support for Thriving Women Leaders*

As your leadership responsibilities grow, development needs to grow with them. At this stage, the greatest value often comes not from revisiting leadership fundamentals, but from strengthening your ability to navigate greater complexity, influence more broadly, and lead with confidence at the next level.

**Thriving Women Leaders' virtual leadership development program is designed for accomplished women preparing for broader influence and executive-level responsibility.** For organizations, supporting the program is an investment in the readiness, capability, and continued growth of a valued leader.

## THE BUSINESS CASE

### Why this is worth the investment

Organizations depend on experienced leaders to take on increasingly complex challenges, influence across boundaries, make sound decisions, and lead effectively through change. Preparing leaders for greater responsibility requires development that meets them where they are.

Thriving Women Leaders virtual program is designed specifically for women who have already built successful careers and are ready to strengthen how they lead at the next level. Through facilitated development, peer learning, and individual executive coaching, participants examine real leadership challenges while building capabilities they can apply immediately in their current roles.

Participants finish the program with **greater clarity and confidence, expanded leadership perspective, and practical approaches they can put to work within their organizations.**

## DEVELOPMENT IS AN INVESTMENT

**11%**

Greater profitability — companies who invest in employee development<sup>1</sup>

**2X**

More likely to retain employees who feel invested in<sup>1</sup>

**94%**

Of employees would stay longer at a company that invests in their growth<sup>2</sup>

<sup>1</sup> LinkedIn Workplace Learning research. <sup>2</sup> Gallup workplace research.

## WHAT THE PROGRAM DEVELOPS

### Development for the next level of leadership

#### Executive Readiness

Focused development for leaders preparing to take on greater organizational responsibility, complexity, and influence.

#### Leadership Capability

Practical insights and facilitated discussion focused on the challenges experienced leaders encounter as their scope and impact grow.

#### Confidence & Leadership Presence

Opportunities to examine how you lead, how you're perceived, and how you can operate with greater intentionality and confidence.

#### Broader Perspective

A small cohort of accomplished women from different organizations and industries, bringing new perspectives to shared leadership challenges.

#### Applied Growth

Two private executive coaching sessions help translate program learning into your own leadership context, goals, and challenges.

## DESIGNED FOR WORKING LEADERS

### Development that fits alongside a demanding role

Thriving Women Leaders is intentionally designed to provide meaningful development without requiring participants to step away from their work for an extended period.

Six live, facilitated virtual sessions create a rhythm of learning, application, and reflection over time. Between sessions, participants can put ideas into practice in their current roles and bring those experiences back to the cohort.

Two individual executive coaching sessions provide additional space to connect the learning directly to each participant's goals and leadership challenges.

Cohorts are limited to ten or fewer participants so that every leader can contribute, receive individualized attention, and build meaningful relationships with peers.

The result is development that is **practical, personal, and immediately relevant to the work participants are already leading.**

## MAKING THE ASK

### Connect the program to your development priorities

The strongest request connects the program to **where you are headed, the capabilities you want to strengthen, and the value that development can create for your organization.**

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

- Preparing for an expanded role or greater leadership responsibility
- Strengthening your ability to influence across teams, functions, or the organization
- Building confidence and effectiveness in increasingly complex leadership situations
- Preparing for executive-level decision making and broader organizational accountability
- Gaining perspective from accomplished leaders outside your organization
- Applying new approaches to a current leadership challenge
- Continuing to grow and contribute at a higher level within 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 program I'm considering: Thriving Women Leaders, a virtual leadership program for accomplished women preparing for broader influence and executive-level responsibility.

The program combines six facilitated leadership development sessions with peer learning and two individual executive coaching sessions. Cohorts are limited to ten participants, creating an opportunity for substantive discussion and individualized attention while learning alongside experienced women leaders from other organizations and industries.

At this point in my development, I'm particularly interested in [insert relevant goal or challenge]. I believe this program would help me strengthen [specific capability or area of growth] and apply that learning directly to my work here.

Because the program takes place virtually over a series of 90-minute sessions, I can participate alongside my current responsibilities and put what I'm learning into practice throughout the experience.

I'd like to explore whether the organization would be willing to support my participation 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

## Thriving Women Leaders Virtual Leadership Program

Six bi-weekly virtual sessions | 90 minutes each

Two private executive coaching sessions

Cohorts of ten or fewer experienced women leaders

Live facilitated development + peer learning

Practical application with minimal outside work

Continued connection through the Thriving Women Leaders community

**Designed for:** Experienced women leaders preparing for greater leadership responsibility, including senior directors, vice presidents, and leaders stepping into increasingly complex executive roles.

*Program dates, investment, and enrollment information coming soon.*

**[ThrivingWomenLeaders.com](https://ThrivingWomenLeaders.com)**