

July 7 and 14, 2010 – **1:00 pm Central Standard Time** – 60 minutes per session
Presenters: Dr. Rita Boags and Guest Speakers

De-Constructing the *Glass Ceiling*: A Strategic Approach

This two-part webinar series will offer a different approach to our understanding of the *Glass Ceiling*. With a better understanding of how it operates within organizations we can develop more effective strategies to minimize its negative impact. The *Glass Ceiling* is not a thing or a place but a system which holds different groups behind and results in under-representation of women, people of color and persons of differing national origins. Far too many efforts to achieve fair and equitable representation have little or no success because the tactics employed are not comprehensive and do little to nothing to change the system.

In this webinar series we will address the following issues:

Part 1 -

- How to demonstrate the existence of a Glass Ceiling
- Understanding the system and how it works
- Performing a Glass Ceiling Assessment

Part 2 -

- Using tactics that make a difference
- Where to start and getting started
- Measuring the impact of your efforts
- Helping individuals to make a difference

To register, send an email to DRRBoags@aol.com and mae.marshall@texasdiversitcouncil.org.

There is no charge for this series. You will receive your logon information two days before the event.

July 10, 17, 24, 31, 2010 – **10:00 am Central Standard Time** – 60 minutes per session
Presenters: Dr. Rita Boags and Ruth Simeon, SPHR

Success Seminars

This four part series is designed for those who are serious about movement in their careers. This series is based upon the book, *When Competence is Not Enough*, to be published in 2011. It is offered on Saturday mornings, outside of normal working hours so that individuals at all levels within an organization can take advantage of these Free webinars. Most participants have not yet been made aware of the fact that changing one's awareness and mindset can have a huge impact on how we approach our work and the workplace. Attending this webinar series is a small investment to make towards enhancing one's future.

The series will address such issues as;

- Working Hard and Standing Still
- What is Competence and why it is Not Enough to progress
- True Competence extends beyond the technical aspects of one's job
- How stereotypes work to block progress
- Success must include organizational savvy and understanding of corporate culture
- The role of mentoring in one's success strategy
- Establishing Relationships with one's boss and peers
- Building the "Hall File"
- The Individual Development Plan – A critical step in the process
- Answers to questions submitted by participants
- Guest Presenters

A workbook will be available for all participants.

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August 10 and August 17, 2010 – **1:00 pm Central Standard Time** – 60 minutes per session
Presenters: Dr. Rita Boags and Ruth Simeon, SPHR

Delivering Successful Mentoring Programs: Design Options and Tools

This two-part Webinar series will offer methods and tools for implementing both formal and self-managed mentoring programs. This webinar will show you how mentoring can help to make improvements in the following areas:

- Attracting and retaining high performing talent
- Retaining critical business knowledge at risk due to upcoming retirements
- Creating greater collaboration among generations
- Enhancing the effectiveness of managers in identifying and developing diverse talent
- Concern about your organization's *Glass Ceiling*

The webinar will cover such topics as:

- Mentoring as a learning opportunity and a learned skill
- Choosing the right design for your objectives, population and culture
- Recruiting mentees and mentors – qualifications and learning skills
- Matching for mentees and mentors
- Training designs – live workshops and eLearning availability
- Evaluation methods – how to make sure your program is meeting its objectives

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