

PROGRAMS FACT SHEET

W O M E N O N T H E I R W A Y



WOTW offers two programs to empower women and transform companies: Navigator and Compass. Navigator is WOTW's year-long peer group learning journey for cohorts within a company or for individual women who are simply seeking guidance on how to navigate the system and advance their careers. Compass is an organizational-level program that identifies and fixes the corporate systems that hold women back. Companies can choose one or both of the programs.

NAVIGATOR- THE INDIVIDUAL LEVEL SOLUTION

WOTW Navigator works at the individual level through a peer group learning journey that is led by experts and aims to illuminate and eliminate old ideas, identify personal pain points, and uncover landmines that often hamper career progression. Renowned experts lead monthly sessions and learning modules throughout the WOTW Navigator Program. Participants are part of an exclusive peer group of mid- to high-level female professionals--either within the company or as a cross-industry group.

WOTW Navigator includes:

- **A Curated Learning Journey** - A 12 month course with exclusive access to articles, thought leadership, and focused learning modules
- **Peer Group Experience** - Monthly group sessions with an exclusive peer group of mid- to high-level female professionals
- **Access to Distinguished Facilitators** - Renowned experts will lead sessions and learning modules throughout the WOTW Navigator Program
- **Key Program Modules including:**
 - **How to Deepen Self-Awareness** - Includes personal branding, vision boarding, and roadmapping to give employees personal clarity
 - **Unpacking the System** - Includes how to see the system, how to identify the system levers, and how to secure organizational sponsorship
 - **Sharpening the Skill Set** - Includes how to seek out specific feedback, how to build confidence to be bold and authentic, and decision making criteria

WOTW Navigator Timing + Pricing

Timing: The first 12-month WOTW Navigator Program kicks off November 16, 2021.

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Pricing: The annual fee per person for Navigator is \$6,900 for director level and \$9,900 for executive level. Each cohort session can hold up to 50 individuals. Participants do not need to be part of the Compass program to participate, so any company or individual can secure Navigator seats.

Enrolment: Companies or individuals can enroll in the journey at WOTWJourney.com/navigator

COMPASS - THE ORGANIZATION LEVEL CHANGE

WOTW Compass is a corporate consulting solution that tackles gender equity at a systems level by integrating cultural and strategic changes geared to advance women to higher levels of leadership. WOTW Compass helps leaders see, understand and address the systemic blocks to women's advancement, staying power and success.

Compass Phase 1 - Discovery & Strategy

This phase includes:

- Diagnostics, Surveys, and Listening Sessions
- Analysis and Insights
- Blueprint 1-Day Design Session

Compass Phase 2 - Analysis & Insights

Phase 2 includes:

- Leadership Coaching
- Talent Strategy Integration
- Executive Mindset Sessions
- Teaching and Supporting Men to Develop Women Leaders

WOTW Compass helps leaders see, understand, and address the systemic blocks their company has in place that are impacting women's advancement, staying power, and success. It's about working with the executive team to transform mindsets, build leadership capability, and designing innovative talent strategies that advance women in a department or across the organization.

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Timing: A Compass package includes the time needed to complete the two phases. Timing is customized based on the size of the company and the number of systemic issues to be solved.

Pricing: Compass starts at \$45k, with final pricing determined by the size of the organization. Benefits include a determined number of Navigator seats for the team as well.

Enrolment: Companies or individuals can enroll in the journey at
WOTWJourney.com/compass

Companies can choose to offer their organization one or both of the programs. While Compass is more inclusive for a systems-level change, many companies who are already working with one of the major DEI consulting firms may choose to offer Navigator to their women leaders for an incredible personal and career growth journey.

WOTW LINKS

WEBSITE - WOTWJourney.com

LINKEDIN - [Linkedin.com/company/mcguckingroup](https://www.linkedin.com/company/mcguckingroup)

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