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## ABOUT TIARA INTERNATIONAL

[Tiara International LLC](#) is a global women's leadership development company committed to helping companies advance top female talent through their leadership pipeline. Tiara provides effective strategic women's leadership programs, mentoring programs, Employee Resource Groups (ERGs), and leadership coaching for mid-tier and executive leaders. We engage with organizations that are serious about including diverse talent in key leadership positions -- not because it is a "nice thing to do" but because it is a strategic imperative for their business.

All of our programs build upon, [The Tiara Model for True Leadership \(SM\)](#) which challenges and guides leaders to increase their awareness, produce results consistently, grow in confidence, and expand their influence. Our approach is to work closely with clients to integrate our model and real-world best practices with customized solutions that meet their needs.

## CORPORATE SERVICES

### [Mentoring Programs](#)

Formal mentor programs are important elements of talent development, particularly for people who are left out of the talent pipeline. This makes quality mentorship essential for inclusion and diversity initiatives. Successful companies tie their mentoring programs to key strategic business growth initiatives and have clear outcomes expected from the program. In our programs we support both the mentees and the mentors, while tailoring the solution to your business needs. This results in a culture of conscious mentorship, advocacy, and sponsorship.

### [Employee Resource Group Curriculum Design](#)

Employee Resource Groups (ERGs) and other affinity groups are low cost ways to motivate, support, and development people at all levels of your organization. We have worked specifically with ERGs for women and other populations who are under-represented at the leadership level to develop a cost-effective, high quality, engaging curriculum that focuses on leadership development and taking ownership of your career, no matter what your role. For any group we work with, we design the content and the structure so it works with business priorities and involves internal resources to minimize cost and increase ownership.

### [Virtual Leadership Development Program](#)

Our Tiara Resource Circle works like a virtual ERG, where people can participate remotely, on their schedule. Through monthly facilitated phone calls, recorded conversations, and online engagement, any professional woman can participate in a leadership curriculum that supports where she is in her development. In our Resource Circle, there are monthly sessions on The Tiara Model For True Leadership (SM) along with additional topic programs hosted for our virtual community. Recent topics include resilience, confidence, relationship building, and conscious inclusion. Annual membership is \$249 per person. Discounts are available for companies who enroll 10 or more participants.



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## **Individual and Executive Coaching**

For people who want focused or private leadership development, we offer individual coaching programs that range from 120-day to full-year engagements. Our certified coaches bring our integrated model and leadership expertise to each program so that the participant grows in self awareness, result-orientation, strategic thinking, personal responsibility, and influence in all situations. These programs often include assessments as part of the process and meet both the needs of the individual client as well as the organization.

## **Leading With Impact: Group Coaching for Women**

*Leading With Impact* is a 10-month leadership development program for professional women who want to expand their influence. The program is designed so that female leaders powerfully master the “being” of leadership and grow in confidence as they identify and leverage their unique leadership strengths, talents, and style.

The best candidates for Tiara's 2018 *Leading With Impact* program are high-achieving women of character and potential who:

- Already perform at high levels of competency
- Will be able to lead and succeed, especially with sponsorship
- Value interaction and collaboration
- Want to grow into their influence and impact

*Leading With Impact* participants report the following results:

- Refined purpose and vision
- Clearer understanding of strengths and aptitudes
- Increased confidence in their own worth and perspectives
- Stronger leadership presence and influence
- Improved problem-solving capability that resolves issues while strengthening relationships
- Skilled time and priority management
- Ability to grow networks and make meaningful connections