

Management Development Program for Women



LAUNCHING INTO LEADERSHIP



Carleton
UNIVERSITY

Canada's Capital University

sprott.carleton.ca/mdpw

Program Features

Program Design & Direction

- classes held 3 days per month on a Thursday, Friday, and Saturday during business hours
- 9-month program from September to May
- class size limit is 32 participants
- certification and university credit provided
- highly experienced faculty
- bursaries available

COURSES

- Business Strategy
- Business Writing
- Communications
- Financial and Managerial Accounting
- Human Resource Management
- Management and Organizational Behaviour
- Marketing
- Project Management

Instructional Methods

- lectures
- case discussions
- role-playing
- group work
- workplace-based assignments
- extensive assessment of management skills

Managements Skills Assessment

- input from peers, supervisors, subordinates
- identifies strengths and weaknesses
- provides the basis for development planning

Benefits

FOR THE PARTICIPANTS, THE MDPW

- provides a better understanding of the management process.
- provides opportunities to develop management skills
- provides a foundation for career development and growth

- offers a network of interaction and communication with women who share similar career goals
- offers an opportunity to address the issues that women face as managers

Benefits

FOR THE SPONSORS, THE MDPW

- provides a structured and integrated program for developing women for management positions
- increases organizational awareness of current management theories and practices
- builds skills which are immediately applicable in the workplace
- facilitates the transfer of learning from the classroom to the workplace
- provides immediate payback on training investments through the use of workplace-based assignments
- provides an opportunity for the renewal of employees

Graduates from the MDPW report what they have gained

A survey* of Management Development Program for Women (MDPW) graduates found that respondents experienced positive career outcomes following their participation in the MDPW.

A majority reported significant increase in:

- self confidence,
- workplace effectiveness and efficiency,
- career management abilities, and
- career and life satisfaction.

An overwhelming 92 per cent reported significant improvements in:

- communication effectiveness.

Results from the same study also showed that:

- 83 per cent of MDPW graduates had experienced at least one promotion since they completed the program.

This rate of promotion is significantly higher than that found in other research on Canadian women managers and professionals.

*Scourtoudis, L. (2001). *An examination of the Impact of the Management Development Program for Women on its Participants*. MBA Thesis, Sprott School of Business, Carleton University.

“...I have been able to apply the course material in my day-to-day work and have been promoted four times since graduation. My confidence level has increased tremendously...”

*Joanne Stewart
Regional Vice President
Adecco Employment Services
Class of 1998*

“As both a graduate and a sponsor of a participant in the MDPW, I am convinced that the experience benefits both the participant and her organization. We often manage intuitively. The MDPW provides validation and refinement of management techniques as well as additional tools. The payback in loyalty and dedication of employees who have been sponsored is priceless”.

*Sharon Flichel
Manager
Health Canada
Class of 2000 and Sponsor*

“Of the three participants that I have sponsored over the past few years, two have been promoted and the third is in our succession plans. I have found that the MDPW provides a comprehensive theoretical framework and practical management skills which are immediately applicable in the workplace, and it builds leadership in the long run”.

*Dale Bembem
Product Manager
Canada Post Corporation
Sponsor*



Management Development Program for Women

Accepting
applications now

For more information
please contact:

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