



Summer 2013 CUP ELP Kicks-Off with Content-Rich Workshops and Candid Conversations

On June 20, the Summer 2013 CUP Executive Leadership Program (ELP) kicked-off with an intensive skills-based retreat at Hamilton Park Hotel & Conference Center in Florham Park, NJ. CUP ELP is CUP's signature initiative aimed at developing the pipeline of senior professionals of color and women.

The CUP ELP curriculum is comprised of a structured series of workshops, coaching sessions, and conversations with senior business leaders designed to equip participants with the skills needed to "play the game" effectively and advance to the next level in their organizations. Participants came away from the retreat with greater self-awareness and actionable plans to implement their newly acquired skills and strategies to position themselves for opportunities.

Twenty-eight high-performing professionals from nineteen firms across the financial services, legal, professional services, and media & entertainment sectors participated in the June kick-off retreat and are currently going through their one year program experience. Participating firms include: Akin Gump, American Express, AICPA, Barclays, BNY Mellon, Citigroup, Deutsche Bank, EY, Fried Frank, Goldman Sachs, HBO, Kaye Scholer, Marsh & McLennan, Nielsen, Ogilvy & Mather, Pfizer, Skadden, Thomson Reuters, and UBS.

CUP is proud to report that the feedback from the retreat has been terrific. One participant noted, "It was a great experience and I feel privileged to have been selected to participate. I am excited about the new relationships that I have established and opportunities to continue strengthening my network. Very empowering." Another shared, "Extremely satisfied with the content rich deliverables and facilitation. Speakers were engaging and thought provoking. Their candidness and authenticity helped in making our professional experience more relevant. All good!!"

The 2.5 day kick-off retreat addressed a number of key leadership skills, such as executive presence, negotiation and influence, power dynamics, personal brand, strategic networking, and sponsorship. Participants also completed an individual assessment to identify and explore their leadership styles. One participant commented, "This was a great exercise. I plan to be more thoughtful around the different social styles of the team I work with. I now have a better understanding of who to get to the point with and who to ease into issues with. It was very telling."

The one year leadership development experience will continue with a series of skills-based workshops and conversations with influential business leaders from across industries. As new CUP Executive level members, the participants are also invited to take advantage of CUP's "A Seat at the Table" board matching initiative and are encouraged to continue to build their network and skill set by attending a number of CUP events throughout the year, including CUP's Distinguished Leadership Series.

The Fall 2013 CUP ELP kick-off retreat will take place on November 14-16 and CUP is currently accepting nominations. For more information, please contact Sonia Shields at sshields@nycup.org.

