

BAY PATH UNIVERSITY
LEADERSHIP
EXPLORATION
ANALYSIS
DEVELOPMENT

for Early to Mid-Career Women in STEM

100% ONLINE CERTIFICATE

A photograph of two women in a professional setting. The woman on the left, wearing glasses and a white patterned shirt, is pointing with a white marker at a glass wall covered in colorful sticky notes. The woman on the right, wearing a white shirt and a grey vest, is holding a black mug and looking at the notes. The background is a blurred office environment.

ADVANCE YOUR CAREER IN THE STEM WORKPLACE.

WHO SHOULD ATTEND:

You are a professional woman in a STEM field who wishes to advance your career, take on a leadership role, or build leadership competencies to contribute effectively to your team and organization.

Attendees may have an extensive background in STEM, however, they may not have the leadership skills to advance. This certificate will provide foundational training in critical areas to enable mid-career women in STEM to position themselves for possible promotions.



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4 months, including orientation



2-4 hours/week of self-paced learning,
entirely online

WHAT YOU WILL LEARN

The LEAD Certificate Program is an online professional development and leadership program specifically for women in STEM who wish to develop knowledge and skills to aid in their advancement.

This certificate is structured to allow a flexible approach to learning. You'll be supported as you engage in individual activities and group discussions, ensuring you feel confident to address challenges that come your way.

What led to the development of this certificate?

We asked STEM professional women through our Center of Excellence for Women in STEM (CEWS) what they felt they needed to persist and advance in their respective fields.

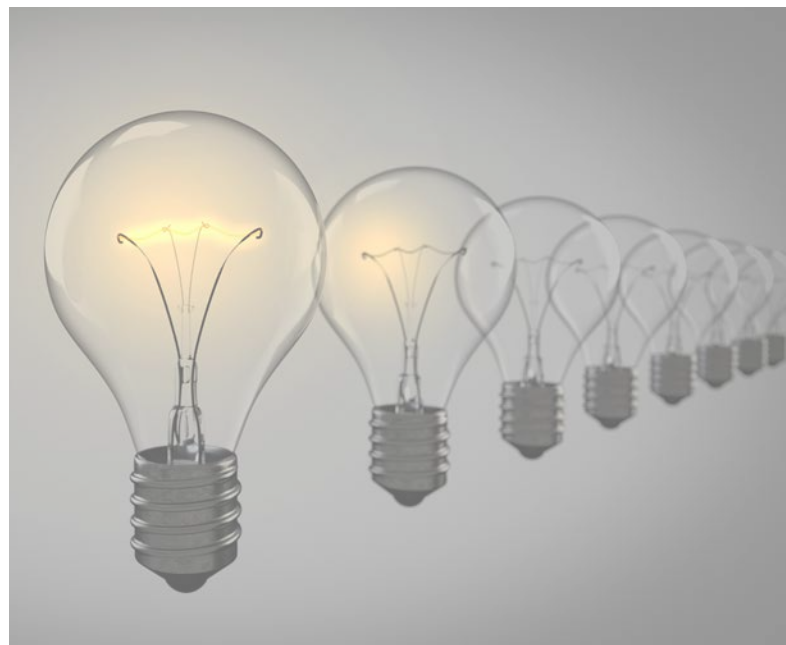
We responded by creating our LEAD Program based on their answers— a professional and leadership development program - designed explicitly for women in science, engineering, technology and math fields.

Our Goal

Our goal is to provide women in STEM with a highly supportive learning environment to help them flourish professionally and personally in organizations and the rapidly evolving digital workplace.

What does the program cover?

- Understanding your leadership style and developing confidence in your abilities
- Developing effective communication skills in a digital workplace
- Learning a win-win negotiating approach and how to deal with other negotiation approaches and tactics
- Cultivating effective use of presentation technologies
- Developing business acumen and an analytical and strategic mindset
- Studying the critical importance of emotional intelligence
- Managing work-life integration and balance
- Honing effective networking skills and revisiting a career development plan



The LEAD (Leadership Exploration Analysis Development for Women in STEM) Certificate Program at Bay Path University consists of four (4) courses offered 100% online. Upon completion of the Program, each participant will receive a STEM Leadership Certificate from Bay Path University. Participants will benefit from our three-pronged approach that uses dynamic content modules employing active-learning principles; focuses on developing leadership and action plans unique to individual participants; and provides high-quality executive and peer coaching from leaders in STEM.

ORIENTATION MODULE WELCOME TO YOUR ONLINE CAMPUS JANUARY 20 - JANUARY 31, 2020

You'll be welcomed with a personal call and introduced to your online teaching and technical support network. You can begin to connect with fellow participants while exploring the navigation and tools of your Online Campus. You'll understand key milestones in the learning path, and review how your progress will be assessed.

You'll be required to complete your participant profile, confirm your certificate delivery address, and submit proof of identity (i.e., driver's license).

DiSC: ENHANCE YOUR LEADERSHIP SKILLS JANUARY 20 - JANUARY 31, 2020

Research in the field of leadership and management shows that success comes to those who know themselves, their strengths, their values, and how they best perform. In this workshop, you will identify your motivators, needs, and stressors. You'll learn effective ways of dealing with others and become aware of task tensions versus relational tensions. Reviewing your DiSC results with Dr. Mo Sattar, your faculty instructor, you will learn to become a better leader, communicator, and team player.

Cost of assessment included in price.

Before you begin the first course, you will receive an email including a link to complete an online DiSC assessment for leadership development. Your assessment results will be paired with a reflection assignment in one of the modules.

DEVELOPING YOUR UNIQUE LEADERSHIP AND NEGOTIATING ABILITIES

FEBRUARY 10 - FEBRUARY 28, 2020

Module 1: What does effective leadership look like and what are the core knowledge and skills needed?

Module 2: What is the connection between leadership and negotiation and what are the core models of negotiation?

Module 3: What is the Interest Based approach to negotiating and managing key dynamics that impact the process?

DEVELOPING TARGETED COMMUNICATION IN A DIGITAL WORLD TO CREATE WIN-WIN SCENARIOS

MARCH 09 - MARCH 27, 2020

Module 1: Targeting Key Audiences in a Complex World

Module 2: Making Connections-The Art of Virtual Collaboration via Video

Module 3: Creating Engaging Multi-modal Presentations

DEVELOPING BUSINESS ACUMEN TO DRIVE RESULTS

APRIL 06 - APRIL 24, 2020

Module 1: Introduction to Finance for STEM Professionals

Module 2: Business Strategy

Module 3: Managing Change

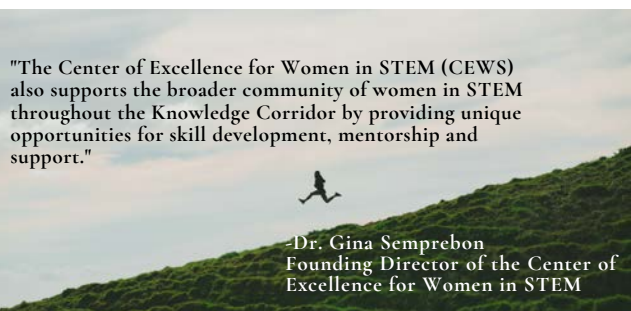
DEVELOPING YOUR CAREER PLAN WHILE ADDING VALUE TO YOUR ORGANIZATION

MAY 04 - MAY 22, 2020

Module 1: Becoming More Self-Aware (Through Assessments)

Module 2: Navigating the Organizational Hierarchy

Module 3: Utilizing Mentors, Sponsors, and Champions



HOW YOU'LL LEARN

All online students are required to successfully complete EXT 099: Introduction to Online Learning prior to beginning any online course at Bay Path University. If you have any questions about this requirement, please contact the Center for Online Learning at online@baypath.edu.

This certificate is structured to allow a flexible approach to learning. You'll be supported as you engage in individual activities and group discussions, ensuring you feel confident as you progress towards completion.

Computer Requirements

In order to effectively participate in and successfully complete this course, you must meet the minimum hardware, software, and connectivity computer specifications as outlined by the Information Technology Services

department at Bay Path University. The technology requirements document is available in the Student Canvas Tutorial in Canvas.

Our Unique Approach

Our classes are based on an adaptability model that infuses learning theory and active learning practices to help you navigate the ever-changing, complex STEM workplace.

You will learn about:

- mental models – our assumptions and generalizations that influence our understanding of the world and our methods of taking action;
- personal mastery – constantly elucidating and deepening one's personal vision, focusing one's energies, viewing reality objectively, and developing patience;
- team learning – the ability of team members to think together and abandon prior assumptions;
- systems thinking – the integration of personal mastery, mental models, shared vision, and team learning.



FAQ'S

How can I pay for this?

Check with your HR department. Many companies are willing to help subsidize some or all of the cost to help you gain new skills to benefit your organization.

What is DiSC?

"DiSC is a personal development learning experience that measures an individual's preferences and tendencies based on the DiSC® model. This simple yet powerful model describes four basic styles: D, i, S, and C, and serves as the foundation for the Everything DiSC Application Suite. Participants receive personalized insights that deepen their understanding of self and others, making workplace interactions more enjoyable and effective. The result is a more engaged and collaborative workforce that can spark meaningful culture improvement in your organization." *-Everything DiSC, Wiley Brand*

Contact Strategic Alliances for any additional questions:
Sarah MacDonald
sarmacdonald@baypath.edu



LEARN FROM: FACULTY AND INDUSTRY EXPERTS

The certificate is taught by Bay Path University faculty and industry leaders who will share their experience and in-depth subject knowledge with you throughout the program.



DR. GINA SEMPREBON

Professor of Biology; Director, Center of Excellence for Women in STEM

Gina M. Semprebon, PhD, is professor and founding director of the Center of Excellence for Women in STEM. In addition to her leadership role at Bay Path, Dr. Semprebon organizes and administers programs in science for young women, including science enrichment outreach programs for girls in underserved school districts. Specializing in palaeoecology—the study of prehistoric life forms and their interaction with their environments, Semprebon received her doctorate in biology from the University of Massachusetts, Amherst. She holds master's degrees in education from American International College and the University of Massachusetts Amherst, respectively.

Internationally recognized for her paleoecology research, Semprebon co-developed the low magnification stereomicroscopy technique—a novel method of examining microscopic scars on dental enamel caused by food substances. Semprebon currently serves as the principal investigator for two National Science Foundation grants for her research on revealing the origins of Aramis hominids and another for the initial appeal and retention of Bay Path undergraduates to pursue an education in biology, biotechnology, or forensic science.



DR. MO SATTAR

Program Director of the Master of Business Administration at Bay Path University

Dr. Mo Sattar is the program director of the Master of Business Administration. He has global business leadership experience with an emphasis on enhancing organizational effectiveness and applying change management processes to improve business performance. Dr. Sattar has a Bachelor of Science in Mechanical Engineering from the University of Connecticut, a Master of Science in Engineering, a Master of Science in Management from Rensselaer Polytechnic Institute (RPI), and a Doctor of Professional Studies in Business, concentration in management, from Pace University. Mo brings over thirty years of successful business management and leadership experience to Bay Path University. He has held various leadership positions involving engineering, finance, operations, supply chain management, international operations, and general management. During his tenure in the aerospace industry as a general manager, he enhanced business performance via change management processes and strategic alignment.



ROBIN SAUNDERS

Director, Communications & Information Management Programs at Bay Path University

Robin B. Saunders, is the program director of the Master of Science in Communications and Information Management Programs. She is an accomplished educator, entrepreneur, healthcare professional, and speaker. Robin brings more than 25 years of successful business management to Bay Path University. She has founded and sold several global businesses and been awarded the Canadian Entrepreneur of the Year. Currently, she is a nationally recognized speaker on cybersecurity and healthcare, artificial intelligence, and the impact of converging technologies and its consequences. Robin is also an Ethical Hacker and a Certified Blacklight examiner. In her spare time, Robin competes in triathlons and has recently completed four Ironman 70.3 races. Her enthusiasm and passion drive her to perfection. Robin prides herself on being flexible, a problem-solver, and an innovator.

FACULTY AND INDUSTRY EXPERTS

The certificate is taught by Bay Path University faculty and industry leaders who will share their experience and in-depth subject knowledge with you throughout the course.



DR. JOSH WEISS

Program Director for Bay Path's Master of Science in Leadership and Negotiation; Senior Fellow at the Harvard Negotiation Project (HNP); Co-founder of the Global Negotiation Initiative at the HNP.

Dr. Joshua Weiss is the program director for the Master of Science in Leadership and Negotiation. He is a Senior Fellow at the Harvard Negotiation Project (HNP), a subsidiary of Harvard University's Program on Negotiation—a consortium comprised of faculty, staff, and students from Harvard, MIT, and Tufts University. Weiss is also the co-founder of the Global Negotiation Initiative at the HNP. In addition, Dr. Weiss is the founder of Negotiation Works, Inc., and consults for a number of Fortune 500 companies, the United Nations, and the U.S. Government. He delivers negotiation and mediation training and courses and is tasked with negotiation and mediation at the organizational, corporate, government, and international levels. Dr. Weiss received his PhD from the Institute for Conflict Analysis and Resolution at George Mason University.



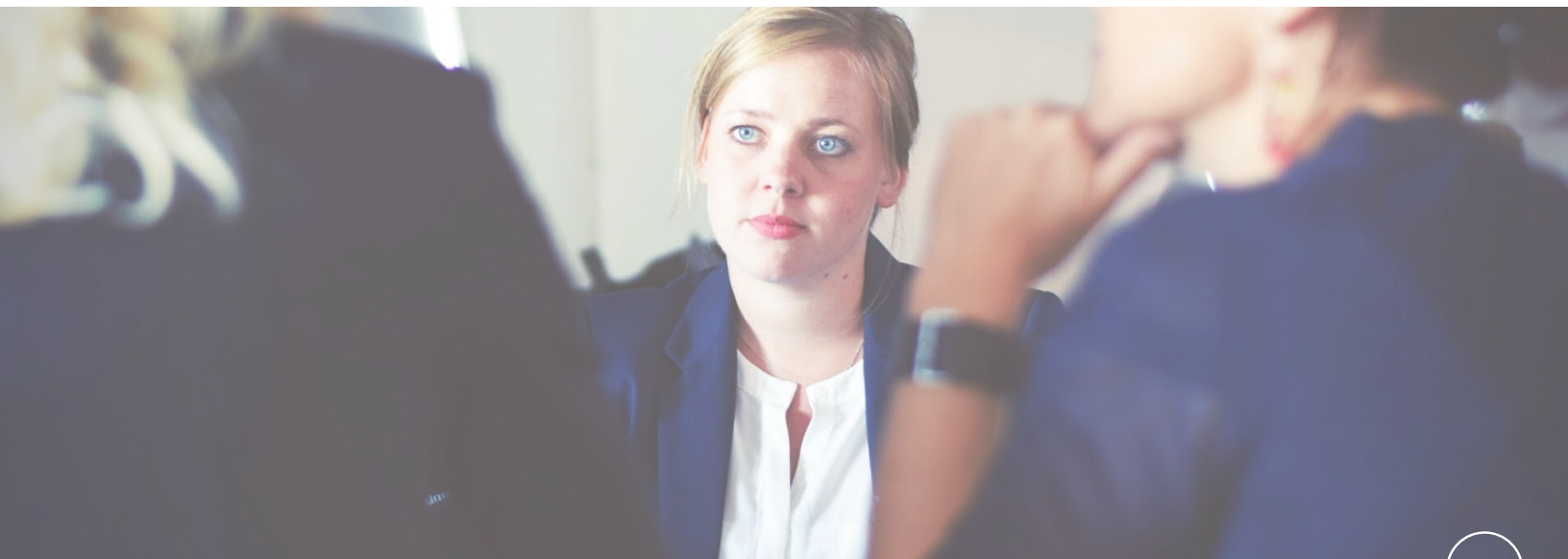
MICHELE HEYWARD

Founder of PositiveHire and CEO of Heyward Business Consulting

Michele Heyward is founder and CEO of PositiveHire, a tech company engineered to bridge the gap between enterprises and women of color in STEM. Michele is an experienced project manager in the energy sector armed with technical sales and technology transfer experience. Before starting her own business, Michele was a construction engineer.

Michele's vision is to not only help women of color in STEM find inclusive workplaces, but to prepare enterprises to receive them, and help those enterprises recruit them. This approach makes PositiveHire the premiere recruiting platform for women of color professionals.

Michele has a BS in Civil Engineering and MS in Industrial Management, both from Clemson University. A South Carolina native, Michele enjoys spending time with her family, traveling, Toastmasters, and making connections personally and professionally. Michele has a passion for engaging with others on social media.



CENTER OF EXCELLENCE FOR WOMEN IN STEM

This progressive Center of Excellence was created in response to the overwhelming need for education, advanced training and continued support for women who are beginning or advancing their careers in science, technology, engineering and mathematics. While great strides have been made, women today, still face significant challenges as they pursue STEM careers.

Bay Path University is committed to altering the STEM landscape through the Center of Excellence for Women in STEM (CEWS). The University's strong STEM program, historic commitment to the education of women, and ideal location within the Knowledge Corridor make Bay Path the perfect location for an unrivaled STEM initiative. Through CEWS, women gain the exceptional education and leadership skills needed to establish and grow successful, STEM careers.

STRATEGIC ALLIANCES

Bay Path's Strategic Alliances division brings learning, leadership, and community together to motivate individuals and help organizations attract, develop, and retain top talent. Responding to the skills-gap crisis and the fast-paced rate of change occurring in all industries, the Strategic Alliances division partners with organizations to develop customized learning experiences and professional development opportunities, including credentialing, that inspire employees to reach their highest potential and deliver value.

Building upon the University's history of entrepreneurship and innovation, and committed to the concept of lifelong learning, this division also offers interactive virtual roundtables on a wide range of relevant topics and has partnered with MindEdge to provide the very latest in online certification and recertification. This division is responsible for the region's premiere Women's Leadership Conference held annually, since 1995, in Springfield, MA.

Do you want to advance in STEM?

Strategic Alliances at Bay Path University
Sarah MacDonald, Director of Business Development
413.565.1555 | sarmacdonald@baypath.edu
588 Longmeadow Street
Longmeadow, MA 01106

