

RESILIENCE *for* GROWTH

"We are seeing breakthrough performance from the leaders we sent to R4G. The women are doing the work but the program was an important catalyst for their success. We expect to send more of our high potential women leaders to R4G."

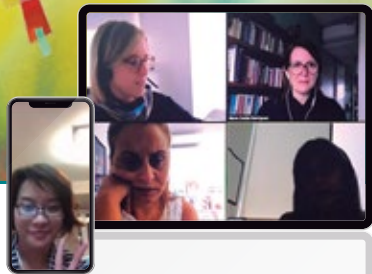
HR Director, Financial Services Industry

RESILIENCE *for* GROWTH invites you to remember what makes you strong, and to create new possibilities.

Using the power of self-awareness and storytelling, R4G enables women leaders to choose mindsets and habits that increase resilience. What choices will help you re-energize yourself vs. accepting energy-draining patterns? In this 6-month program, you will also build meaningful peer relationships, reminding you that you are not alone.

R4G has deeply impacted the careers and lives of women from 40 different countries and 5 continents. Building on this impact, R4G 2023 will strengthen your capabilities to lead through disruption. R4G 2023 is 100% virtual, while retaining our connection, authenticity, and power.

Uniquely positioned to build resilience, the Avvartes R4G faculty combines academic research with real-world executive experience. Resilience for Growth is developed and delivered by women for women.



Avvartes is a global company that emboldens leaders, teams and organizations to Learn, Grow and Thrive.

We focus our attention as much as possible on solutions, possibilities and opportunities and as little as necessary on problems, deficits or shortcomings.

In all we do, we are unapologetically humanistic.



AVVARTES
roots • reach • results

What is the R4G experience?

- ★ Stronger habits of self-awareness, self-kindness and “possibility framing” in order to be agile and adaptive in uncertain times.
- ★ Increased confidence and internal capabilities for authentic leadership.
- ★ Ways to innovate and thrive through personal & business challenges.
- ★ Access to a diverse global network of professionals to connect, share and learn.

Program includes:



One-on-one
Onboarding
Sessions



Onboarding
with whole
participants



4 Modules Online
3 hours each



4/5 one-on-one
Executive Coaching
Sessions



3 faculty-facilitated
Peer Learning
Group Sessions



1

Knowing yourself,
getting to know one another



2

Letting Go



3

Creating New



4

Impacting others

Our Unique Approach

R4G combines the recognized leadership technique of Storytelling and the WAND Approach to accelerate learning. Developed by Wendy Wand, Avartes Faculty and author of The WAND WAY to Resilience, the WAND approach emphasizes:

- » Powerful questions to build self - awareness
- » Ownership of goals and action
- » Being non-judgmental
- » Acknowledging the value and difference in each individual
- » The importance of making a difference in the world



The impact of R4G



73% informed others told them that they had visibly grown as leaders.



90% learned to embrace their personal stories and articulate them into their future development.



81% improved their ability to align work and life priorities with their goals and values.



92% had more assertive and influencing conversations with teams, peers and bosses.

The program reflects its thoughtful design and the amount of experience of its faculty.

I am really grateful; this program allowed me to extinguish my feeling of being all alone with problems, questions and doubts. I learned to set myself ambitious goals and that "scary" can have a positive meaning, it can be a challenge in a energizing way. I learned to deal better with changes in my environment and even to find opportunities in change. I learned how to take more time for myself and pause.

Head of International Relationships
Global Non-Profit Organization
Austria

Through R4G, I became more aware and accepting of myself. I found the courage and made steps to be more expressive, attentive and intuitive towards others. The journey gave me the necessary vocabulary to reflect on my deep personal development, aspirations, and need to give back to my environment. The connection with the Istanbul Cohort feels strong. And that is something I value and would like to keep.

Director Roadmap and Portfolio Management
Communication and Energy Company
Netherlands



85% were able to make changes to their leadership style and respond to the challenges of their roles in a more effective way.



91% faced challenges with a more creative, flexible and innovative approach.



60% either accepted or were looking into a promotion or greater responsibilities in the near future.

The R4G experience gave me something I wish I would have had 20 years earlier in my career. Strength, empowerment and more trust in myself. This experience has been life changing for me professionally and personally. The investment made by my company has already literally been returned at least tenfold in revenue, retention and engagement.

Regional Manager
Global Staffing Company
USA

I realized how resilient I am thanks to the strong connection to my roots, my personal history and the choices I've made along my life. I'm facing big leadership challenges at work, which are giving me the opportunity to stop and reflect: what can I do differently? How can I use my own voice in a very male dominant environment? How can I protect my personal and family time? And how can I define my next career steps using conscious choices? I know that I'm part of a bigger "village" and this is something which drives me to help other women leaders in their own development.

Technological Solutions Manager
Energy Company
Argentina

