



BARBARA ANNIS
& ASSOCIATES INC.



Gender Intelligence™ Introduction and Certification Training

WHEN: *Introductory Session Only* | Tuesday, November 9; 9 a.m. - 12 p.m.
Full Training | Tuesday, November 9 and Wednesday, November 10; 9 a.m. - 5 p.m.

WHERE: Upham Hotel, 1404 De la Vina Street, Santa Barbara, CA 93101

You must [register](#) in order to attend.

AGENDA: *Introductory Session* | Tuesday, November 9, 2010

- 9:00 Context Setting: Who We Are – Why We Are Here
- Welcome and Introduction to BAA Inc.
 - Individual Introductions (All)
 - Why Are We Here?
- 9:30 The Client's Experience
- A Corporation's Journey – Gender Equity Continuum
 - Creating Sustainable Results – What Works, What Doesn't
 - Our Four-Phase Approach | Examples of Diagnostic Phase and Proposed Solutions
 - ROI – Business Case for Gender Intelligence
- 10:15 Break
- 10:30 The Gender Intelligence Experience at Work
- The Workforce of the Future – The Perfect Storm
 - Gender Challenges – Individual and Corporate | Gender Interactive Quiz (True or False)
 - Self-Perpetuating Myth Cycles
- 11:00 Breakthrough Solutions
- Cultural Transformation
 - Inclusive Leadership – Creating Congruence
 - Gender Intelligence Workshop Experience and Modules
- 12:00 Networking

AGENDA: Full Training Continues | Tuesday, November 9, 2010

1:30	Mindsets and Innovative Learning <ul style="list-style-type: none">• Ways of Gaining Knowledge• The Importance of Understanding How Adults Learn• Adult Learning Styles• How to Create Sustainable Learning	3:30	Leadership and Gender <ul style="list-style-type: none">• Top Challenges for Women in Leadership• How Men and Women Lead Differently• Core Leadership Differences• Dramatic Scenarios of Gender Differences
2:30	Understanding the Science of Gender Scientific Research of Gender Differences <ul style="list-style-type: none">• Brain-Based Science• Dealing with Stress and Conflict• Reading Facial Expressions• Dealing with Emotions• Differences in Leadership and Ambition	4:00	Behaviors That Hinder Inclusiveness <ul style="list-style-type: none">• Dramatic Scenario• Top Behaviors That Hinder Inclusiveness• Tools to Accelerate Inclusiveness
3:15	Break	4:45	Completion of Day One <ul style="list-style-type: none">• Request for Tomorrow – Insights and Reflections

AGENDA: Full Training Continues | Wednesday, November 10, 2010

9:00	Insights and Reflections <ul style="list-style-type: none">• Individual Exercise	3:00	Break
9:30	Gender Differences and Conflict Resolution <ul style="list-style-type: none">• Self-Reflection Exercise• Dramatic Scenario• How Men and Women Deal with Conflict Differently• Common Approaches to Conflict• Tools for a Win-Win Resolution	3:15	Self-Reflection Exercise <ul style="list-style-type: none">• Individual and Group Insights• Interactive Coaching
10:30	Break	3:30	Creating a Gender Intelligent World <ul style="list-style-type: none">• The Opportunity• The Challenge• Our Methodology• Gender-Balanced Scorecard
10:45	Gender Differences and Communication <ul style="list-style-type: none">• Dramatic Scenario• Same Words, Different Language• What Men Say, What Women Hear• What Women Say, What Men Hear• Tool to Ensure That You Are Heard and Understood	4:15	How You Can Participate <ul style="list-style-type: none">• Overview of Partnership• Ways You Can Be Involved
12:00	Lunch Networking	4:45	Conclusion <ul style="list-style-type: none">• Next Steps
1:00	Transformational Leadership Context <ul style="list-style-type: none">• What is Transformation?• How Does This Relate to Transformation?• State of Being Versus Doing		
2:00	States of Integrity <ul style="list-style-type: none">• Cultural Transformation• Self-Belonging Versus Self-Initiation• Group Breakouts and Debrief		