At RIT, our passion is seeking innovative and creative solutions to some of the world's greatest challenges. We've assembled some of the most brilliant minds across several disciplines at one of the most sophisticated and high-tech campuses in the world. We have channeled all of that energy and our immense resources into one thing: the making of new knowledge. For over 180 years RIT has supported professionals to apply their own passion for innovation and creativity to real-world problems and creating outstanding solutions that helped them and their organizations to succeed. Our Leadership and Management development programs are an extension of our core mission. In our Leadership Certificate Program we do not offer you excellent products only but we offer you a sustainable partnership with the following benefits: Customizable Content, Safeguarding of Proprietary/Sensitive Information and Expert Professionals.

Step forward Leadership is a coaching and development program created specifically for high-potential women leaders delivered in partnership with the Rochester Institute of Technology. The program leverages multiple formats—leadership self- and multi-rater assessments, individual coaching, personal development planning, ongoing network support, and more—to transform developing leaders. A cornerstone of the experience is the Step Forward Leadership retreat, which encompasses peer coaching, personal reflection and learning, experiential skill building, small group activities, and an off-site team experience.

Program Focus - Personal leadership transformation begins with a look at each leader’s unique abilities and definition for success. Sheryl Sandberg’s Lean In explores women’s leadership challenges, attitudes, and competencies that provide a foundation for stepping forward. Learning modules used in the Step Forward Leadership program will incorporate many of these factors. Coaching will support the application of the learning and build each leader’s capacity to not just LEAN IN but also STEP FORWARD. Leaders will leverage their talents and develop skills to improve performance in the following areas: Self-advocacy, Courageous Leadership, Negotiation, Versatility, Resiliency, and Authentic Communication.

STEPPING FORWARD will result in:
• Improved confidence and courage to make decisions and overcome leadership challenges
• A mental framework for avoiding leadership “derailers”
• The use of validated leadership best practices to improve performance
• Stronger relationships and engaged followers
• A personal network of high potential women leaders to support ongoing growth
• Higher levels of personal and career success that align with individual leadership passions

Industry Testimonials:

“What a great program. I was privileged to meet an extraordinary, diverse group of women in leadership positions who were willing to share their challenges, strategies, and successes. The coaches fostered an environment that was informative, engaging, and safe to share. I left feeling empowered, energized, and prepared to lead and Step Forward.”
Barb Antczak, Manager of Talent Acquisition, Rochester General Health System

“Wow, what a phenomenal program! I feel so lucky to have had the opportunity to interact with such a powerful team of current and future leaders who worked together to inspire, engage, and empower me. I am walking away feeling refreshed, rejuvenated, and excited for what lies ahead. Having the extra coaching sessions was mission critical to me and it has really helped me make the most of this experience. Thank you Step Forward and RIT!”
Casey Kita, Senior Graphic Designer, Akamai

“Participating in the Step Forward Leadership Program was an incredibly powerful experience! I am leaving with vast amounts of information, feedback, new knowledge, and strategies to use to enhance my leadership skills and to ‘Step Forward!’ In addition, I am leaving with a new network of amazing women whose examples inspire and challenge me to continue stepping forward.”
Laura Piché, Director of Vision Rehabilitation, ABI
Step Forward Leadership Coaches

**Molly McGowan - Leadership Educator, Consultant & Coach**
Molly McGowan currently serves as the Director for the RIT Leadership Institute and Community Service Center. Molly has a Bachelor’s degree in Political Science from SUNY Geneseo and worked in the field of politics for three years before deciding to start a career in higher education. Some of her more recent accomplishments include the development of The Women’s Leadership Conference and Certificate Program at RIT, the Emerging Leaders Program for faculty and staff at RIT, the Connectology Leadership Conference, and the creation of six unique leadership certificate programs and four distinct leadership development courses. She has delivered training and coaching for several organizations regionally and internationally, teaching leadership programs for: The Ministry of Public Works in Dubai, Partners + Napier, The New York Wine and Culinary Center, Ortho Clinical Diagnostics (a Johnson & Johnson Company), and the RIT Executive MBA Program. She has also presented several times at the International Leadership Association Annual conference, as well as the 2013 inaugural ILA International Women’s Leadership Conference.

**Valarie Upson**
Valarie has owned and operated entrepreneur businesses over the past twenty-five years that have employed over 500 people. Her life-long passion for leadership is demonstrated by her Master of Science in Strategic Leadership and her certification as a Professional Coach through the International Coaching Federation, Inc. Today, Valarie holds the position of Director of Organizational Advancement at The Community Place of Greater Rochester, Inc., a not-for-profit that serves over 9,000 inner city residents annually in Rochester, NY. She is also the Alumni Ambassador and Managing Director of The Alumni Leadership Network, Division of Business, at Roberts Wesleyan College. Valarie is a strategic leader, experienced coach, motivational speaker, and life-long learner.

**Miranda Wilcox - Founder & CEO, Thrive Potential, LLC.**
Miranda launched the personal development firm Thrive after 20 years of work in the fields of communication and human resources that led her to consulting executive leaders. Thrive’s efforts facilitate personal and professional growth that help emerging and established women leaders achieve their full potential. Through behavioral assessments, individual coaching, group training, and mother-daughter workshops, Miranda dedicates herself to raising the performance and fulfillment of women in the workplace. In 2013 Miranda was named an honoree for the W Award, which recognizes women who inspire and help develop other women. She contributes as a guest essayist to the Democrat and Chronicle and helps edit its “Women at Work” column. She holds a B.S. in Communication from RIT, an M.A. in Organizational Behavior from SUNY Brockport, and a leadership coaching certification from the University of Rochester’s Leadership Learning Collaborative. She is also a certified DISC trainer.

**Jennifer Green-Wilson, PT, MBA, Ed.D.**
Jennifer is a principal of the Leadership Institute, formerly the Director of the Institute for Leadership in Physical Therapy (LAMP) for the Health Policy and Administration (HPA) Section of the American Physical Therapy Association (APTA) as well as a member of the Private Practice Section’s (PPS) Education Committee. Elected to the Board of Directors of the APTA in 2011, she speaks nationally and internationally on topics related to leadership, business, and management in physical therapy and health care, has been invited to submit short articles for APTA’s ‘Business Sense’ section of PT in Motion, and was awarded a national research grant from the HPA Section. Dr. Wilson holds an Ed.D. degree in Executive Leadership from St. John Fisher College in Rochester, NY, a MBA degree from the Rochester Institute of Technology, and a BS degree in physical therapy from Queen’s University in Kingston, Ontario, Canada.

**Robert B. Peter II - President, Insights2Improvement, Inc.**
Bob is a direct, results-focused coach, trainer, and team facilitator. He is the president and founder of Insights2Improvement, Inc., leadership training, coaching, and learningdevelopment solutions organization that has partnered with client organizations for over 15 years. He is a certified professional behavioral-motivations analyst and expert assessment-based solution provider. Bob has had the pleasure of working with clients including Wegmans Food Markets, Corning Life Sciences, Bausch & Lomb, Stew Leonard’s, AXA, Rochester City School District, Edison Schools, Inc., Unity Health System, University of Rochester, St. John Fisher College, and Xerox.