



D&I in STEM Leadership

The goal of this program is to develop leadership and mentoring skills in diverse leaders from the R&D ecosystem, enabling them to support, initiate, and/or lead diversity efforts at their respective companies.

The Pistoia Alliance program will run in 2 distinct phases (September-December and January-April) with weekly education and collaboration.

Target audience:

- All Pistoia Alliance member companies
- Roles: Senior Managers, Directors, VPs and other executives who lead teams with STEM positions

1st program (9th SEP 2022 – 11th DEC 2022)

Participants: groups of 10 people, all from different Pistoia Alliance member organizations. Max 8 groups can run in parallel. Total: 80 people.

Program benefits:

- Leadership development via relevant leadership and D&I organizational topics
- Prepare industry leaders to become mentors within their companies
- Developing cross-company network of mentors and support group that are sharing the same values
- Sensitize white male leaders to issues, feelings and the impact of decisions and treatment of others as they will be the program minority

Program Goal: Through networking opportunities, especially the end of program face to face event, leaders from the R&D ecosystem will be able to augment their company programs to more effectively attract, retain and support diversity

Schedule:

- weekly 1.5h group discussions led by accredited trainer & coach
- 1h/month networking between the different groups

Time commitment: 7 hours/month

2nd program (20th Jan 2023 – 21st April 2023)

Participants: groups of 10 people, all from different Pistoia Alliance member organizations. Max 8 groups can run in parallel. Total: 80 people.

Same format and program benefits.

Time commitment: 7 hours/month