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 executive-level leaders 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