



[ When you celebrate, we're there. ]

# Advancing Women Leaders at Heidelberg

## WHAT IS LINKAGE?

- Linkage is a global leadership development firm committed to advancing women and accelerating inclusion in leaders and organizations

# Linkage

# Advancing Women Leaders at Heidelberg

## WHAT IS WIL?

- Linkage's Women in Leadership Institute™ (WIL) is a four-day learning experience designed to equip women leaders with actionable strategies to overcome the **hurdles** women face in **workplace advancement**.

***Women in  
Leadership***™  
A LINKAGE INSTITUTE





**Women in Leadership**  
A LINKAGE INSTITUTE

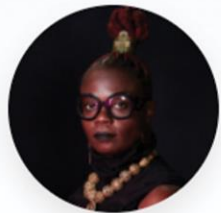




# WIL 2022: November 1-4 in Dayton, OH

Attendees will experience

- Linkage's proprietary assessments + strategies to overcoming workplace advancement hurdles
- Immersive, community-building experience
- Powerful, world-class keynote speakers



**Caroline A.  
Wanga**

Chief Executive Officer,  
ESSENCE & Chief Growth  
Officer, Essence Ventures



**Carla Harris**

Vice Chairman, Managing  
Director and Senior Client  
Advisor at Morgan Stanley |  
Co-Chair, Women in  
Leadership Institute™



**Laila Ali**

Boxing Champion;  
International Boxing Hall of  
Famer; CEO, Laila Ali  
Lifestyle Brand; Author



**Maryam  
Banikarim**

Chief Marketing Officer,  
Nextdoor



**Liz Wiseman**

CEO, The Wiseman Group;  
Leadership Researcher and  
Author



**Shannon  
Bayer**

Vice President, Revenue &  
Principal Consultant, Linkage

# Who can attend?

- All attendees must apply; nominations no longer accepted.
- Women from ALL Departments are welcome and encouraged to apply.
- We are asking managers who have high-potential Associates to encourage them to apply.
- Applicants can be at any point in their career.
- Application selection process is anonymous.
- In-person attendance in Dayton, Ohio is required. Associate and manager need to discuss prior to associate application submission.



# Attendee Character Traits

We are looking for

- Driven, untenured, potential leaders who have demonstrated a loyalty to the betterment of Heidelberg's culture.
- Someone who is interested in leadership, sets high standards, executes with excellence and has a professional & personal growth plan.
- Someone who wants to overcome the hurdles that could be holding them back from moving to the next level within Heidelberg.



# How to Apply

<https://heidelbergdistributing.com/advancing-women-leaders/>



- Navigate to the Advancing Women Leaders page
- Scroll to Application section
- Two Application options: First-Time Attendees and Past-Attendees
- Application Window July 18-29