



THE UNIVERSITY
OF THE
WEST INDIES
CAVE HILL CAMPUS



**SCH
SBM** EXECUTIVE
EDUCATION

Women In Leadership

Harness the **LeadHERship**
Advantage.

Message From the Executive Director and CEO

A heartfelt welcome to the **Sagicor Cave Hill School of Business and Management's Women in Leadership Programme.**

As we embark on this transformative journey, it is our profound honour to host such an extraordinary group of women, representing the future of leadership, driven by the passion, vision, and purpose that our world needs to thrive. You are more than leaders; you are pioneers, trailblazers, and architects of meaningful change.

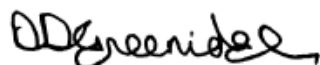
Our Women in Leadership programme is thoughtfully designed to reflect your distinct journeys, challenges, and aspirations, while equipping you with valuable insights to elevate your leadership. This is not just a programme—it is a collaborative journey of discovery, empowerment, and innovation.

During this insightful 4-day experience, you will engage in experiential group-based challenges that foster strategic thinking, enhance collaboration, and build the boldness needed to make tough but critical decisions. You will also have the opportunity to engage with fellow women in leadership who are passionate advocates for change within their organisations and communities, both regionally and globally. Together, you will collaborate to develop practical solutions to some of the most pressing leadership challenges facing the Caribbean.

While this programme offers a wealth of knowledge and insights, and networking opportunities, its true impact will be magnified by the experiences and the diverse perspectives you bring as a leader.

I invite you to use our Women in Leadership Programme as your platform to expand your influence and make your mark on this and future generations of leadership. I look forward to seeing where this journey takes you.

Sincerely,



Dr Dion Greenidge
Executive Director & CEO

Sagicor Cave Hill School of Business and Management



About **SCHSBM**

Sagikor Cave Hill School Of Business And Management

The Sagikor Cave Hill School of Business and Management The University of the West Indies Cave Hill Campus (SCHSBM) has been a leading educational institution in the Caribbean for over 30 years and continues to help top regional business executives and leaders to thrive in the global environment.



SCHSBM's programmes blend a unique mix of academic teaching, hands-on training, and organizational interventions, to ensure the continued success of their alumni. With operations in Barbados, the Eastern Caribbean, Guyana, the British Virgin Islands, and Belize, the SCHSBM takes pride in the expertise of their faculty, who are equipped with the latest tools and techniques to position leaders and their organizations for financially viable and sustainable growth.

WHY SCHSBM

Sagikor Cave Hill School Of Business And Management



We offer powerful networking opportunities for executives to connect with and learn from accomplished colleagues across the world.



We transcend boundaries to inspire and impart a spirit of innovation and revolutionary thinking.



We ignite the spark within leaders to drive transformational change and build sustainable organizations.



We collaborate with world-renowned experts to shape individuals into impressionable leaders.



We value practical application which allows you to apply acquired skills in real-world business solutions.

Programme Overview

Harnessing the LeaderHERship Advantage

"A sign of a good leader is not how many followers you have, but how many leaders you create."

– Ghandi

The Sagcor Cave Hill School of Business and Management's Women in Leadership Programme is designed to fortify that talent pipeline, empowering powerful women in leadership to step into the future of leadership with confidence and vision. This programme challenges executives to rethink leadership through an intergenerational lens, helping them to develop the mindset and capabilities needed to rise above stereotypes, unconscious biases, and workplace barriers that have historically hindered women's leadership journeys. By joining a network of future-focused women in leadership, you will be immersed in hands-on, group-based challenges that sharpen your strategic thinking, foster collaboration, and build the boldness required to make tough, game-changing decisions. Alongside other powerful women leaders, you will create practical solutions to some of the most pressing leadership challenges facing the Caribbean—whether at the global, regional, or local level. This is your time to break free from the limitations of the "broken rung" and shatter the "glass ceiling." Don't just follow the path—pioneer it. With the Women in Leadership Programme, you will strengthen your leadership, amplify your impact, and leave your mark on the future of leadership.

Programme **Details**



March
4TH - 7TH 2025



In Person



**Marriott Dadeland
MIAMI**

\$ 5,500 USD

We recommend registering at **least 3-4 weeks** before the programme start date due to pre-work assignments.



Is This Programme Right For Me?

The SCHSBM's Women in Leadership programme is ideal for women leaders ready to shape the future of leadership and shatter the "glass ceiling" to reach new heights of leadership that others may not dare to pursue. Participants in this programme include:



High-performing women seeking to strengthen their leadership capabilities



Women identified for more senior roles or who are transitioning into more senior roles.



Women Leaders in the C-suite or aspiring to join the C-suite in their next career move



Women leaders who desire to better understand their leadership identity to lead authentically



Mid-to-senior level Managers who are seeking to take their leadership abilities to the next level and expand their impact and influence



Leadership teams seeking to advance their skills as a group and build a more inclusive culture



Women in senior roles who would benefit from honing their leadership skills and business acumen



Organisations looking to expand the capabilities of their team

Programme Highlights

- **Leadership Development** – Develop and hone your leadership skills by cultivating a mindset that embraces challenges as an avenue to new opportunities and one that views failures as a catalyst for improvement.
- **Emphasis on Executive Skills** – The programme builds essential skills to advance the career trajectories of women executives by addressing the unique leadership and communication challenges they face. Through a range of hands-on team-based experiences that promote effective communication, planning and teamwork, you will develop the executive skills that you need to make an impact in your organisation.
- **Networking Opportunities** – Develop a strong professional network of women leader contacts to forge strategic alliances, stimulate your business acumen, and enhance your influence in your organisation

What Difference will you Make?

- Discover new dimensions of yourself as a woman in leadership.
- Activate the authentic leadership strengths that enable you to lead from your best self.
- Model the values and strengths of the kind of female leader that inspires others to follow suit.
- Leverage your natural leadership capabilities to deliver winning strategies and bottom-line results
- Create a more inclusive and diverse talent pipeline.
- Lead diverse and innovative teams that deliver real business results.
- Drive business outcomes using skillful negotiation tactics in your organisation.
- Establish strategic networks and leverage them to champion change.



Programme Curriculum

What you should Expect

DAY 1

Empowering Women in Leadership

- Leading from Purpose on Purpose
- Conquering Workplace Visibility as a Woman in Leadership
- Cultivating Inclusive Leadership in the Workplace
The Leadership Labyrinth: Navigating the Path to Power as a Woman

DAY 2

Developing Strategy with a Growth Mindset

- Transforming Women from the Supporting Role to Strategic Partners
- Strategies for Increased Personal Agency
- Aligning Capabilities with Strategy
- Fostering Allyship in the Next Generation of Women Leaders
- Sponsorship and Influential Advocacy: From Aspiration to Action

DAY 3

Negotiation, Influence and Persuasion

- Rethinking Negotiation as Collaborative Problem-Solving
- Power Moves: Keys to Influence and Persuasion
- Understanding the Nuances of Negotiations and Emotional Intelligence

DAY 4

Leading Change

- Women Leaders Championing Change: Shaping a More Equitable Future for the Next Generation
- Becoming an Agent of Change
- Empowered to Go: Disruptive Actions to Shift Systems of Inequality

MEET OUR Programme Facilitators



Dr. Marisol Capellan

DAY 1

Dr. Marisol Capellan, Ed.D., PCC is an internationally recognized and award-winning educator, TEDx speaker, executive coach, and corporate trainer. She is the Founder of The Capellan Institute, a leadership, coaching, and corporate training company specializing in workplace culture, diversity, equity & inclusion, and soft skills development. Dr. Capellan is a former lecturer at the University of Miami, Miami Herbert Business School lecturer where she taught management and organizational behavior classes and served as the associate director of their Masters in Leadership program. She holds a doctoral degree in Higher Education Leadership and a Masters of Management with Specialization in Leadership from the University of Miami. Her dissertation focus was on the trajectory of women to leadership positions.



Dr. Gail Levitt

DAY 2

Dr. Gail Levitt is a strategic and influential leadership facilitator and coach, and President of Levitt Communications Inc. in Toronto, Ontario, Canada. Gail is well-known for her ability to successfully combine practical experience gained from managing people in both the private and public sectors at Hewlett-Packard, Nestle, Nabisco, and Toronto Metropolitan University, with leadership theory from her rigorous academic training. The result is a dynamic learning experience for executive education participants, especially public leaders, Dr. Levitt's primary audience.

MEET OUR Programme Facilitators



Patrice Gordon

DAY 3

Patrice is a multi-hyphenate business executive, with an insatiable drive that she credits to her Caribbean heritage. Her foundation is steeped in finance and commercial and she held senior positions across British Airways, Royal Mail plc, and Virgin Atlantic. Her passion and drive for excellence saw her win the title of Senior Leader: Consumer and Luxury at the 2022 Black British Business Award. In addition, she is a qualified Executive Coach focused on building more inclusive leadership teams, amplifying under-represented voices and implementing sustainable reverse mentoring programs. Her efforts to build an inclusive environment for all has been recognized internationally by Richard Branson, the TED leadership community and Brene Brown. She has a passion for helping people realize their potential, which is what led her to developing a career in coaching and enjoys fitness, nutrition and nature, bringing a well-balanced approach to her clients.



Michelle A. Nicholas

DAY 4

Michelle A. Nicholas is a transformational leader, strategist, and innovator whose career is defined by driving excellence, equity, and impact across the nonprofit, public, and private sectors. Renowned for her ability to connect people, ideas, and resources, she inspires organizations and communities to achieve sustainable growth, foster inclusive cultures, and cultivate strategic partnerships.

Our Alumni Experience



Participant: Andrea Pinder

Company: Sagicor Life Inc.

Title: Assistant Vice President - Talent Development

Country: Barbados

This programme was life-changing. The facilitators brought practical techniques and strategies to promote our professional and personal development. Having experienced four days of learning, collaboration and sharing with fellow women leaders, I am now inspired to create an environment where my team and other leaders can thrive. Thank you SCHSBM for having the vision for this programme!



Participant: Annie-Laurie Munroe

Company: Sunshine Holdings Limited (The Bahamas)

Title: Vice President, Human Resources

Country: The Bahamas

If there was a major theme I could walk away with during this 4-day experience it would be the great power that exists in the minds of collaborative women leaders. They are not just agents of change but world leaders. The course tackled some of the most complex and layered topics, such as diversity, accessibility, limited beliefs, strategy, accountability. The platform created the open door for new relationships, regional connections and professional evolution. The journey of change doesn't begin with a single step but a single choice that better days begin with being a better me who chooses self-leadership and guides others into professional and personal improvement. I walk away knowing I am not alone on the path. I walk away empowered and equipped with more tools and sharpened equipment to mentor others and other women to be the best leaders this world has ever seen. I am inspired to be the women leader my life's path has set out for me. I walk away deeply grateful and significant, motivated towards career success.



Participant: Tracia Smith-Hodge

Company: BVI Ports Authority

Title: Administration Manager

Country: British Virgin Islands

The level of expertise and knowledge of the presenters were above par. The sessions were thought provoking, but identified the need for critical thinking amongst the group. The insights received from the conference have exceeded my expectations and have definitely contributed to much needed self-introspection. Overall, the conference was very organized, engaging and I have been inspired. The experience gave me time to reflect and grow in many aspects of my personal and professional life.



Participant: Alison Gittens

Company: Ministry of the Public Service

Title: Deputy Director

Country: Barbados

The knowledge, tools, skills and stories shared through this forum over the past week have definitely given me reason to pause, reflect on and evaluate my leadership journey to date. I look forward to implementing all that I have learnt to further progress on my journey and to mentor others on their leadership journey.



Special Offers & Benefits

*Benefits cannot be combined

15%

CORPORATE & GROUPS OF 3 - 6

Must enrol and pay at least one month in advance

10%

ASSOCIATED ALUMNI

Persons who completed Executive Education and Professional Development Programmes

10%

SCHSBM ALUMNI

Graduates of Postgraduate Degrees and Executive Diploma Management Programmes

10%

NON PROFIT & GOVERNMENT ORGANISATIONS





MEET OUR

Executive Leadership Programme CHAMPIONS

Our Executive Leadership Programme Champions have attended and benefited from more than one of our Executive Leadership Programmes.

At SCHSBM each ELP is unique and geared towards continuous opportunity and growth—meticulously crafted for leaders to enhance specific skills and abilities, develop new capabilities and competencies and anticipate challenges expected within their present position or a new role.

You can become an Executive Leadership Programme Champion committed to continuous development and growth. It is our responsibility as leaders to take our organisations into the future, we can help you create a strategic development plan to excel in this dynamic business environment.

Attend two or more of our Executive Leadership Programmes and join our network of Champions.

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EDUCATION

For Further Details contact us at



execchsbm@cavehill.uwi.edu
wanda.monrose@cavehill.uwi.edu



(246) 424-7731



www.cavehill.uwi.edu/schsbm