



**Catalog of Presentations
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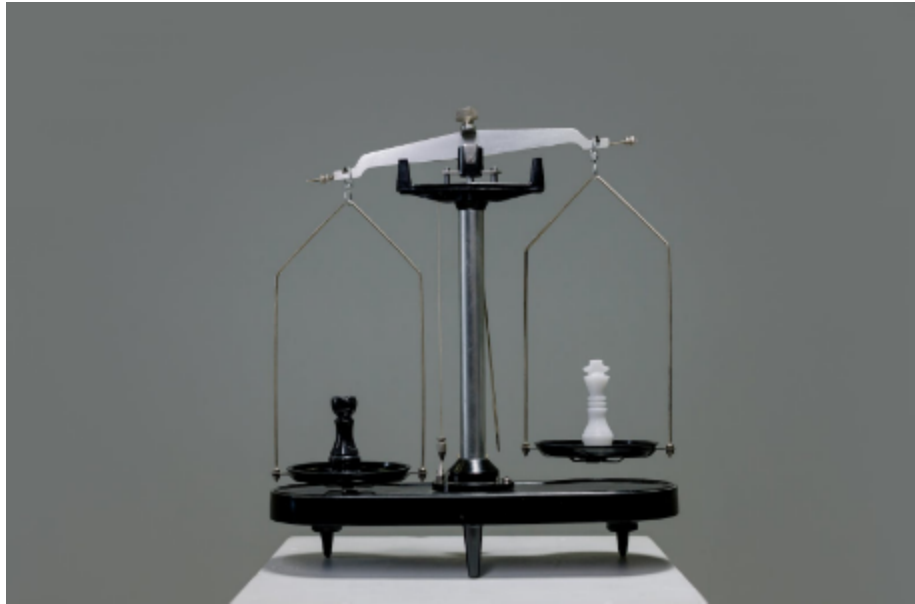
Career Development: Getting From Here To There

This one-hour presentation focuses on career development as a continuous process. Frequently, people approach skill and leadership development as intermittent activities. Outlining an on-going strategic approach, this presentation discusses methods to inventory what skills are needed to arrive and thrive in a future position; provides tools to determine any gap between current ability and future needs; and outlines the steps necessary to create an action plan for skill enhancement or acquisition.

Information is shared about the three critical categories of skills for career success, and that all three (Professional/Technical, Interpersonal, and Business Acumen) must be cultivated at each level of career development.

Material is presented on the many paths to advancement. The strategy one employs depends on where one is starting from, where one is going, and may not always be linearly upward. The presentation concludes with a review of self-advocacy techniques important to communicate the contribution of one's current endeavors, the business value of one's recent accomplishments, and the ability of future value offerings.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.



Career Development: Bringing Value

This one-hour presentation, built on the concepts of the *Career Advancement: Getting From Here To There* presentation, explores value-added activities as a career development strategy. The participants are introduced to the concept of employment as a business transaction between buyer (employer) and seller (employee), and that this business transaction is based on the mutual exchange of gained value.

The presentation starts with a definition of value-added activities available to employees to produce measurable results for one's team, company or client. Emphasis is placed on understanding the value of aligning effort with the organization's or customer's financial and strategic objectives.

An exercise assists the participants in assessing their current "value-added" profile, and techniques are reviewed for improving one's value-added contribution. The presentation concludes with a review of self-advocacy techniques to confidently communicate one's current and future value offering to an organization's or customer's business goals through engagement in value-added activities.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.



Career Development: Cultivating An Innovative Mindset

This one-hour presentation focuses on how we all can develop and utilize an innovative mindset to bring value to their team, department, company and/or customer, and in doing so, enhances one's career advancement. Discussion and exercises will concentrate on cultivating an inquisitive and interested mindset, developing needed skills and strategies for innovative problem solving, and utilizing our confidence to face the challenges that arise.

We start by defining what innovation is, what it looks like, including the different types of innovation and the steps of the innovation process. We discuss the collaborative nature of innovation, that it is as much a group activity as it is an individual contribution. We look at a wide variety of resources that foster innovative thinking, and how innovative thinking can take us to unexpected and novel solutions.

That leads us to exploring the challenges innovative thinking can expose, such as volatility, uncertainty, complexity, ambiguity, disruption, and of course, we will discuss ways to comfortably and confidently deal with these difficulties.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.



Career Development: The Careers Of The Future

Ponder this question – how will you future proof your career in the age of emerging AI, disruptive geopolitical or climate events, and global economic challenges? Good question.

It is important to understand future proofing applies to everyone - all industry domains and all skill levels; there will be increased demand for people with higher social, emotional, cognitive and technology skill ability; and this will require ability to continually adapt to a changing environment.

In this presentation, we'll explore strategies to successfully navigate a career through the volatility, uncertainty, complexity and ambiguity of these modern times. We'll examine future market trends and corporate strategies, while turning our attention to how this information can help us chart a course for our careers.

We'll review strategies that utilize approaches such as job changing, pivoting, reskilling and upskilling. We'll learn where to find job market information, and work with the career planning process to guide our decision making. At the end of this discussion, we'll have the tools to find, analyze, and utilize information to develop our career value.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.



Career Development: Coaching as a Collaborative Partnership between Managers and Employees

Coaching consistently emerges as a cornerstone of effective management, yet many managers feel underprepared to coach successfully. Traditional guidance often places managers solely in the driver's seat, overlooking the critical role employees play in this process.

In this presentation, we'll explore the collaborative nature of coaching, focusing on how both managers and employees contribute equally to achieving shared goals like enhanced performance, career growth, and greater engagement. We'll address common challenges in coaching relationships and discuss the complementary roles and essential skills needed to foster a successful partnership.

Through interactive elements, such as real-life scenarios and Q&A, participants will gain practical insights and tools to navigate and sustain effective coaching relationships. Whether you're a new manager, an experienced leader, or an employee looking to take a more active role in your development, this session is tailored to meet your needs.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.



Networking: You Are Not Alone

Even though we are responsible for driving our own career, too often we approach professional and skill development as a solo activity. This one-hour presentation focuses on how we can enhance our career through developing a supportive network.

Exploring the guidance available from a variety of sources, this presentation discusses the benefit of working with your manager, a sponsor, a mentor, a coach, an employee resource group, a professional association, and your network. We'll discuss the unique contribution of each, how to establish a relationship with each, and what to expect from each.

In this presentation we'll discuss forming your professional vision, and how to share that vision with others in your support network. We'll talk about skills needed for working with these resources such as: soliciting, receiving and using feedback; asking open ended questions; active listening; self-advocacy skills; and finally setting and tracking goals.

That leads us to recognizing our unique challenges with engaging our support system and how to overcome any obstacles.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.



The Faulty Ladder: Overcoming Barriers To Women's Advancement Into Leadership Roles

Despite progress at entry levels, women, particularly those who are underrepresented, still face significant challenges in advancing to higher positions.

This crucial discussion delves into the persistent and often unseen barriers hindering women's ascent to mid and senior leadership roles, especially in male-dominated industries and career paths. Grounded in recent research, this talk explores cross-industry patterns and highlights the emotional toll of stalled career growth.

Through interactive discussions and real-world examples, we'll explore the root causes of these obstacles and provide practical strategies and skills to accelerate women's leadership journeys. Attendees will leave with actionable insights to overcome these barriers and drive meaningful change within their organizations.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.



Self Advocacy: Bring Your Chair To The Table

This one-hour presentation explores self-advocacy activities as a career and skill development strategy. The participants are introduced to the concepts of self-advocacy as an essential leadership skill to add value to one's team, department, and organization by keeping management and team members informed about what resources / talents an employee can and has contributed to an organization's or customer's financial and strategic goals.

The presentation starts with exploring the two facets of self-advocacy: knowing one's worth; and communicating one's worth. An exercise assists the participants in assessing their current self-advocacy profile in each of these facets. Techniques are reviewed for improving one's self-advocacy skill, and how to address commonly faced situations.

Discussion also focuses on how to form alliances, and how to provide advocacy for others. Material to build strong collaboration is explored by reviewing the many methods of working with and being an ally. The presentation concludes with a review of what next step the participant can take to improve their self-advocacy and alliance abilities.

A question and answer period is included, and the presentation format and content can be tailored to meet specific objectives.