



THE AMERICAN COLLEGE OF FINANCIAL SERVICES

BLACK EXECUTIVE LEADERSHIP PROGRAM®

**CULTURALLY RELEVANT.
CRAFTED FOR
COLLABORATION.
CUSTOMIZED FOR
FINANCIAL SERVICES.**

"INDUSTRY DISRUPTOR"



THE
**AMERICAN
COLLEGE**
OF FINANCIAL SERVICES®

 Wealth
Management.com
2022 Industry Awards
Finalist

INDUSTRY DISRUPTION IS STILL NECESSARY

In a recent survey, 61% of financial professionals from the Black community revealed they feel there are challenges that specifically affect their success.¹

LOW SPONSORSHIP

Only **31%** of Black professionals have access to senior leaders.²

LIMITED GROWTH OPPORTUNITIES

Despite significant growth in entry-level positions, representation **falls by 75%** in financial services C-suites.³

¹ The American College of Financial Services and Nationwide Insurance Company. Rise Research Study. September 2020.

² Coqual. Being Black in Corporate America. 2019.

³ McKinsey & Company. Racial equity in financial services. September 2020.

A UNIQUE APPROACH TO EMPOWER BLACK LEADERS AND DIVERSIFY ORGANIZATIONS

The American College of Financial Services Black Executive Leadership Program[®] cultivates a space for high-potential middle-management Black leaders to learn and grow alongside senior leaders and executive sponsors committed to championing their success and advancing corporate diversity.

Learn with and from Black academics, researchers, and industry leaders through a curriculum that examines both the expertise and personal skills needed to reach the highest ranks of financial services.

Our unique approach clears the path for Black leaders to work in parallel and collaboratively with their sponsors throughout the program.



PROGRAM AT A GLANCE



DATES

March 2024 – June 2024



DELIVERY

7 Course Modules
Mix of Virtual and Live Sessions



TUITION

Fellows: \$8,995; Sponsors: \$4,995



LOCATION

Online and In-Person in
Columbus, OH

PROGRAM SCHEDULE*



Fellows and Sponsors
Both Attend

1

CONNECT

March 7-8: Live Session

April 4: Virtual

2

BUILD

April 25-26: Live Session

May 9: Virtual

3

STRENGTHEN

May 30-31: Live Session

June 6: Virtual

4

ADVANCE

June 27-28: Live Session

* Schedule subject to change based on speaker availability and venue accommodations potentially impacted by the COVID-19 pandemic.

PROGRAM TOPICS

CONNECT

CULTURAL COMPETENCY

- Persuasion & Influence
- Navigating Power Relationships
- Understanding & Operating in Existing Cultural Norms
- Black Identity in the Workplace
- Cultural Awareness in Non-Diverse Firms

EMOTIONAL INTELLIGENCE

- Decision Making in Uncertain Environments
- Making Effective & Timely Decisions
- Juggling Multiple Priorities
- Problem-Solving
- Using Data to Make Informed Decisions

STRENGTHEN

MANAGING PEOPLE AT WORK

- What is Networking
- Multicultural Networking
- How to Network Up, Down, & Across
- Differences in Networking
- Strategies for Networking Positively & Successfully
- Building Closer Relationships

BUSINESS STRATEGY

- Becoming a Strategic Leader
- Leading Strategic Change Initiatives
- Identifying Opportunities for Innovation
- Change, Disruption & Growth
- Managing Effectively Up, Down & Across

BUILD

BUSINESS ACUMEN

- Understanding Corporate Finance
- Business Finance & the Bottom Line
- Financial Statements
- Profit-and-Loss Management
- Advanced Financial Topics

NETWORKING

- The Art of Giving & Receiving Feedback
- Building Effective Teams
- Managing Conflict
- Managing People Through Change
- Negotiating in the Workplace

ADVANCE

DECISION-MAKING

- Building Resilience to Face Complex Challenges
- Navigating Difficult Conversations
- Decoding Emotions
- Communication Skills to Lead with Courage
- Managing Personal Brand

NEGOTIATIONS

- Negotiating in a Non-Diverse Environment
- Navigating Power Relationships
- Finding Your Voice in the Workplace
- Creating Networks of Influence
- Navigating Performance
- Review Discussions

HOW OUR PROGRAM MEETS THE MOMENT

Increasing equitable representation and advancing Black financial professionals to the highest levels of organizations requires access to new avenues to grow in knowledge and skill.

The program helps fellows:



Advance their career by learning to drive results



Build proficiencies and relationships within their company



Strengthen firm culture through leadership development



Connect with peers and leaders to develop their Executive IQ

PROGRAM OUTCOMES THAT DELIVER

In building a safe and supportive community through an authentic and culturally-sensitive lens, the program seeks to:



Facilitate **lifelong connections** and learning through 1:1 peer interaction for maximum impact



Go beyond narrow definitions of leadership to **explore applied technical and behavioral skills** directly relevant to financial services and necessary for career advancement



Provide an academically-rigorous experience to enhance professional performance



Deliver innovative training opportunities for executive sponsors committed to identifying, developing, and advocating for diverse talent



Cultivate a pipeline that will prepare up-and-coming Black professionals to move into senior and executive leadership roles

WHAT YOUR PEERS ARE SAYING

“The Black Executive Leadership Program has helped me construct a roadmap to success and shift the paradigm on organizational relevance ... delivered by seasoned professionals who have traveled the path I am currently on.”

– **Marco R. Williams**, Fellow and VP, Regional Wealth Management Specialist, JP Morgan Wealth Management

“I think what makes the program unique, it’s culturally relevant – I don’t think there is another program on the market like this.”

– **Kim Thomas**, Sponsor and Chief Diversity, Equity and Inclusion Officer, OneAmerica

“For the first time, I felt a sense of belonging in a professional setting. The relationships that I’ve built and will continue to cultivate are priceless. This program introduced me to concepts about leadership, company culture, company financials, and so much more that will help me be a better and more effective leader.”

– **Claude Walker**, Fellow and 2nd Vice President, Transformation Planning Leader, Guardian Life

For more information or to nominate a deserving professional, visit:

TheAmericanCollege.edu/BELP



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ECONOMIC EMPOWERMENT
AND EQUALITY®

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