



EXECUTIVE

Leadership Accelerator



Frequently Asked Questions (FAQ)

1. What is the Texas Women's Foundation Executive Leadership Accelerator?

The Executive Leadership Accelerator (ELA) is a bespoke leadership experience designed exclusively for senior-level executive women preparing for partner and C-suite roles. Grounded in research and purposefully built for deep personal and professional growth, this transformative program blends dynamic leadership development with individualized coaching and executive sponsor engagement.

2. Who should apply for this program?

The program is ideal for:

- Senior-level leaders with 15+ years of experience in for-profit Texas organizations who are preparing for partner and C-suite roles
- Currently leading business units or strategic initiatives with significant P&L responsibilities; and
- Identified as “ready now” or “ready next” for key leadership roles by their organizations

3. What are the main benefits for participants?

Participants will:

- Sharpen executive skills and presence through an evidence-based curriculum
- Develop actionable tools, strategies, and agency to thrive in executive leadership and amplify their impact within their organizations and communities
- Build confidence and readiness for next-level roles through personalized coaching and immersive workshops
- Expand their professional network by connecting with peers, experienced coaches, and influential executive sponsors

4. What is the structure and time commitment of the program?

- **Duration:** October to May (8 months)
- **Format:** Hybrid, with 4 in-person sessions (full-day workshops including kickoff and graduation) and 4 virtual sessions (2 hours each)
- **Coaching:** Four one-hour, individual virtual coaching sessions
- **Small Group Sessions:** Monthly one-hour, online accountability team meetings
- **Executive Sponsor Integration:** Three one-hour sponsor workshops (October, January, and May)
- **Capstone Project:** A powerful, cohort-based experience aligned with TXWF's mission, presented to sponsors and TXWF leaders
- **Follow-up:** Quarterly group calls

5. What topics are covered in the curriculum?

- **Leading Self:** Executive presence, personal brand, emotional intelligence, resilience, inclusive leadership
- **Leading Others:** Influence, trust, conflict management, negotiation, feedback, team culture
- **Leading Organizations:** Strategic thinking, change leadership, business impact, organizational politics, coaching skills
- **Community Engagement:** Advocacy, board readiness, and leveraging leadership for a broader impact

6. What is the role of the executive sponsor?

Each participant must be supported by an executive sponsor from their organization. Sponsors attend three 1-hour workshops (kickoff, mid-program, and graduation), help set success criteria, and champion the participant's growth and advancement throughout the program. Sponsor engagement is designed to reinforce learning and ensure organizational impact.

7. How is executive coaching integrated into the program?

Participants receive four hours of one-on-one, virtual coaching with a handpicked executive coach, matched through a personalized intake process. Coaching sessions focus on goal setting, leadership style, and actionable strategies for career advancement.

8. What networking opportunities are available?

The program offers:

- Intentional networking with cohort peers, TXWF board members, alumnae, and local leaders
- Small group learning teams for deep peer connection and accountability
- Access to a robust alumnae network for ongoing support and opportunities

9. What is the cost of the program?

The program fee is \$14,000 per participant. Participants can be self-paid or be sponsored by their organization. Payment installment options are available.

10. How do I apply?

Applications open June 17, 2025. For more information or to start your application, go to www.txwf.org/executiveleadershipaccelerator or contact leadership@txwf.org.

11. What outcomes can I expect?

- Sharpened leadership skills and executive presence
- Increased confidence and readiness for next-level roles
- Expanded peer and sponsor network
- Tangible impact in your organization and community as a TXWF ambassador

12. Who delivers the program?

The ELA is delivered by Challenger, Gray & Christmas, a firm with over 60 years of experience in leadership development. The program is led by experienced, Texas-based executive coaches with deep expertise in developing women leaders.

13. Who can I contact for additional questions?

For more details, reach out to the program team at leadership@txwf.org