

Global Women's Leadership Program

# RESILIENCE *for* GROWTH

## R4G

RESILIENCE *for* GROWTH is a six month in-person and virtual experience to prepare your most promising female leaders for the challenges ahead. Using the power of Storytelling, R4G enables participants to choose mindsets and habits that increase resilience. At the same time, leaders build meaningful relationships locally and globally.

Avvartes is a global company that creates human solutions for tomorrow's needs. Uniquely positioned to offer a women's program, the Avvartes R4G faculty combines academic peer-reviewed research with real-world executive experience.

R4G Portugal is organized in collaboration with Stanton Chase Portugal and PWN Lisbon. Stanton Chase is one of the leading global executive search firms. Operating through focused practice groups and "Top Executive" projects, it offers both a global and local vision to their clients. PWN Lisbon is a Portuguese branch of PWN Global. PWN Global is a unique off-line and online networking and learning community for women and companies seeking to promote and encourage the professional progress of women. [www.stantonchase.pt](http://www.stantonchase.pt) / [www.pwnlisbon.net](http://www.pwnlisbon.net)

For more info, visit [r4g.avvartes.com](http://r4g.avvartes.com)



**AVVARTES**  
roots • reach • results

in collaboration with

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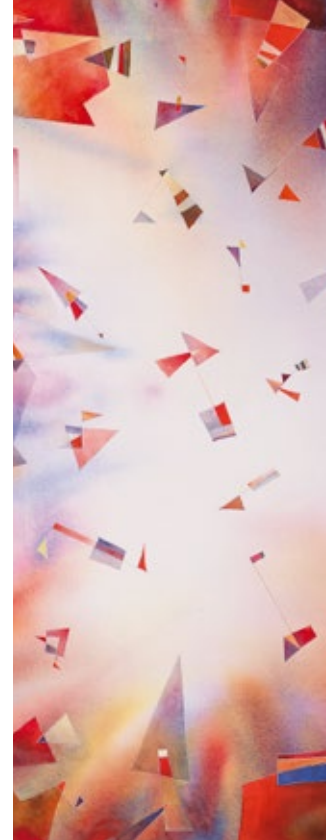


**PWN LISBON**  
PROFESSIONAL WOMEN'S NETWORK

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## R4G Program Benefits

- You will build the confidence and internal reserves that will sustain you through the challenges ahead that are a natural part of senior roles in organizations.
- In a strength-based and confidential environment, you will increase self-awareness and form valuable peer relationships that can extend far beyond the six months.
- Prior to completion, you will identify ways to 'bring home' learning to enrich your organization.



## The R4G Program Six Month Experience includes:

- Two-day workshop
- Five one-on-one Executive Coaching Sessions
- Three faculty-facilitated Peer Learning Group Sessions
- Leadership Assessment
- Matching and process to build a relationship with your R4G Global Peer in another part of the world
- Optional webinars linked to the topic of resilience

**Who should attend:** High performing women in leadership who have 10+ years of experience and significant career growth ahead of them.

Resilience is more available to people curious about their own line of thinking and behaving.

-- Brené Brown, Author

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## About the R4G program:

The R4G program design is based on the recognized management technique of Storytelling and the WAND approach. WAND was developed by Wendy Wand, Avvartes Faculty, and was presented at the 2002 International Congress of Applied Psychology. It has been effective in creating transformation in thousands of professionals' lives. The WAND approach emphasizes the importance of relevant questions to facilitate awareness and ownership of goals; taking effective actions; acknowledgement; being neutral and non-judging; recognizing individual differences; and making a difference.

## Workshop Content Includes:

- Lifestyles Inventory I (LSI) Assessment - Human Synergistics International
- Resilience Building Process
- Practical Models and Tools for
  - › Practicing Reflection
  - › Building Self-Awareness
  - › Minimizing Stress
  - › Managing Emotions
  - › Leading Change
- Coaching Model for Self and Peers
- Interactive "real play" and exercises

**"Make the impossible just a step towards the possible"**

Antonia Guzman, Artist. Born 1954, Buenos Aires, Argentina.

Thanks to Antonia for the use of her work in this brochure.

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## Avvartes Faculty

The global Avvartes faculty is comprised of practicing executive coaches and consultants who have achieved success in the world's most respected organizations. They have walked in the same shoes and dealt with many of the same challenges as the R4G participants. In addition, the Global Avvartes Faculty has coached thousands of executives.

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Do not judge me by my successes,  
judge me by how many times I fell  
down and got back up again.

*-- Nelson Mandela, Author*



# Avvartes R4G Program Timeline



## What leaders are saying about working with Avvartes...

What I notice about Avvartes is their shared passion for doing what is right... They provide the right mix of global expertise and genuine compassion using proven methods and tools for the best solutions and results. **Most importantly, they engage and enable leaders to fully develop their own potential while growing the potential of those around them.**

**Roxanne Ray**  
 Director of Professional Services and Development,  
 Human Synergistics International

What stands out for me about Avvartes is the quality and flexibility of its people. Working with Avvartes has been a collaborative effort **resulting in a much better work product due to the exchange of ideas and information.** I appreciate the time, effort, energy, and positivity that have brought the work to the next level of thinking and success.

Senior Vice President  
 Global Insurance Company



# R4G Europe Program Details 2020 Lisbon Cohort

**Cohort Size: 12**

**Participant to Faculty Ratio: 6 to 1**

**Facilitated Peer Learning Group Size: 6**

January through June, 2020	Program Dates
January, 2020	Onboarding and Pre-work
February 6 and 7, 2020	Two-Day Onsite Workshop
February 6, 2020 – evening	Group Dinner – Integral to Program
Custom scheduling	Three virtual Peer Learning Group sessions: scheduled with your Peer Learning Group during the onsite workshop
	Five virtual one-on-one coaching sessions: scheduled with your coach after the onsite workshop
	Global Peer: matching during the six months; scheduled with your Global Peer
January, 2020 through January, 2021	Optional One-Hour Webinars

\* In Person / Virtual

**Fee: 5950 EUR (+VAT)**

Includes: Workshop Tuition, Materials, Lunch, Coffee Breaks, Group Dinner, Five Executive Coaching Sessions, Three Peer Learning Group Sessions, LSI Leadership Assessment, Webinars

## R4G Faculty Europe

Wendy Chua Wand, Singapore

Cecilia Rodriguez, Buenos Aires

To register and for further information contact:  
[lisbon@stantonchase.com](mailto:lisbon@stantonchase.com) or [r4g@avvartes.com](mailto:r4g@avvartes.com)





## WENDY WAND CHUA-SULLIVAN

### Singapore

With an Executive Masters in Consulting and Coaching for Change from INSEAD (2015) and a First-Class Honours in Psychology from Simon Fraser University (1992), Wendy has over 20 years of experience applying her knowledge of psychology to education, leadership development and personal transformation, inspiring people to thrive through challenges.

In 2003, Wendy Chua-Sullivan Kok Wand left a secure career as the School Psychologist of Singapore's top school and, taking a risk, founded Wand Inspiration. Since 1994, she has applied research from Psychology to help individuals, leaders, and teams think better, build resilience, and achieve their goals despite challenges and setbacks.

Wendy's approach to coaching high achievers to maximum performance has been presented at the 2002 International Congress of Applied Psychology. Her WAND approach emphasizes the importance of relevant questions to facilitate awareness and ownership of goals; taking effective actions; acknowledgement; being neutral and non-judging; recognizing individual differences; and making a difference.

Through her workshops, talks, books and shows, Wendy has made a difference to thousands of executives, consultants, educators, military leaders, students and parents in Singapore and the Asian region.

Wendy has an authentic style of communication that builds trust quickly with her clients. Her wealth of personal and professional experience gives her deep empathy to clients' needs. Her commitment to her clients' achievement leads her to design relevant strategies with them.

Wendy is married, with four children, and is a volunteer for families-at-risk programs.

"I am not what happened to me. I am what I choose to become."

– Carl Gustav Jung





## CECILIA RODRIGUEZ

### Buenos Aires

Cecilia is Sollertia's CEO, she founded the Consulting Company in 2004, after working for over 20 years in the Human Resources field, in national and multinational companies in various industries.

She is dedicated to regional change and transformation processes, to human resources strategy consultancy and organization for national and multinational companies. She is also an Executive Coach.

She has a degree in Human Resources from "Facultad de Ciencias Sociales de la Universidad de Buenos Aires". In the last 15 years, she has participated in different training programmes in Europe (Germany, England, and Switzerland) and Latin America (Argentina, Brazil and Ecuador).

She has worked in the field of Human Resources Management in financial institutions (Banco Quilmes and SocietéGénérale) for 11 years. When she changed to the agricultural business, she worked as a South Latin-American Regional Manager for Novartis Crop Protection (1997-2000), now Syngenta.

Once initiated in the pharmaceutical industry (2000-2003), she worked as the Human Resources Director for Novartis in Latin-America. She actively participated in the design and development of the Human Resources strategy, leaders' development and growing, training of the Regional Team, definition and implementation of Organizational Development programs and in the development of each country management team.

In 2011, she took part in the Center for Creative Leadership's (CCL) training program and was certified in their Feedback 360 program (Benchmarks and Executive Dimensions).

In 2013 she was certified by Human Synergistics (Chicago) to administrate OCI (Organizational Culture Inventory), LSI (Leadership Style Inventory) and MI (Management Impact) tools.

In 2015 she was accredited for the use of Change First's PCI (People Centred Implementation) methodology in San Pablo, Brazil.

Cecilia enjoys the outdoors, especially the Patagonian mountains in the south of Argentina. She is actively involved in community service; dedicating lots of her time to retreats, training and accompanying people in the search of their life project.

"Run, walk even more, that is so scant... There are yet things your hands long for, Run, walk, twist and turn, go up and fly: Enjoy it all, because it's all nice."

**Let yourself fly**  
**– Alfonsina Storni**  
**(1892-1938)**

