

WOMEN'S EXECUTIVE Academy



Inaugural Cohort: 2025-2026

SESSION I

Intro to the Academy & Understanding Leadership Styles

Feb. 13, 2026 - 9 a.m. to 2 p.m. (includes lunch)

Bison Den, Nichols College Golf Course, in Dudley

ACADEMY LEADERS: Andrea Aiello, Associate Dean for the Clark University School of Business; and Kim J. Krumsiek, Assistant Professor of Human Resource Management at Nichols College

- Impression Management
- Knowing Your Leadership Style
- Navigating Difficult Conversations
- The Art and Science Of Giving Feedback
- Role-Playing Exercises

SESSION II

Developing An Executive Presence

Nov. 14, 2025 - 10 a.m. to 1 p.m.

Massachusetts State House, in Boston

ACADEMY LEADER: State Senator Robyn Kennedy

- Leadership In The Midst Of Chaos (Guest Speaker)
- Panel: The Importance Of Relationship Building
- Diversity, Equity, Inclusion, And Belonging: The Need For Intentionality In Decision-Making (Guest Speaker)
- The Art Of Compromise In Moving Policy (Guest Speaker)
- Panel: Advocacy In Action

SESSION III

Creating Your Personal Board of Directors

Dec. 12, 2025 - 9 a.m. to noon

Seven Hill Foundation, in Worcester

ACADEMY LEADER: Kathleen Jordan, President & CEO of Seven Hills Foundation & Affiliates

- Selecting A Sponsor
- Developing A Sponsorship Outline & Communication Plan
- Taking The 30-Day Sponsorship Challenge
- Understanding Additional Resources For Continual Learning

SESSION IV

Knowing Your Worth

Jan. 9, 2026 - 9 a.m. to noon

Location is TBD, in Worcester

ACADEMY LEADER: Cynthia Gray, Founder & Owner of Gray's Analysis

- Building Your Worth Through Social Media & Leveraging LinkedIn
- Knowing When You Have Leverage
- Evaluating The Market
- Prepping For Negotiations
- Knowing When To Walk Away

SESSION V

Building Personal Courage

Feb. 13, 2026 - 9 a.m. to noon

The Hanover Insurance Group, in Worcester

ACADEMY LEADER: Kimberly M. Salmon, AVP Community Relations, The Hanover Insurance Group

- Overcoming Fear And Achieving Organizational Outcomes
- Changing Your Relationship With Perfection
- Courage And Developing Talent
- Building Professional Relationships
- Panel: Career-Defining Moments Of Courage

SESSION VI

Making It To The Top

March 13, 2026 - 9 a.m. to noon (includes breakfast & coffee)

Flexcon, in Spencer

ACADEMY LEADER: Aimee Peacock, President & CEO of Flexcon Global

- Explore how strong leadership can drive an inclusive and successful organizational culture
- Panel: Influencing Change, Continuous Improvement & Achieving Success in a Male-Dominated industry
- Tour of Manufacturing Facility

Note: Attire for the tour includes closed-toe shoes, no loose clothing (including scarves), and hair must be tied back.

SESSION VII

Overcoming Setbacks & Building Resilience

April 10, 2026 - 9 a.m. to noon

Bowditch & Dewey, LLP, in Worcester

ACADEMY LEADER: Nina T. Dow, Partner for Bowditch & Dewey, LLP

- Story Of My Path
- Minimizing The Likelihood Of Experiencing Setbacks
- Dealing With Setbacks: Emotional And Mental Survival Kit
- How Resilience Is Built
- Guest Speaker

SESSION VIII

Graduation

May 8, 2026 - 9 a.m. to 2 p.m. (includes lunch)

Location is TBD, in Worcester

ACADEMY LEADER: Marlina Duncan, Vice Chancellor for Diversity & Inclusion at UMass Chan Medical School

- Q&A with Academy Leaders
- Awarding of Course Completion Certificates
- Networking Reception

Notes: Dates, locations, and curriculum are subject to change. The eight-month academy will include two additional networking sessions with prominent women leaders from around Central Massachusetts. The dates and locations of those sessions is TBD, and they are not required for course completion, although highly encouraged.