

# THE TRANSFORMATION LAB

*A private accelerator for women of color leading complex change.*

The Transformation Lab is a high-touch, multi-month cohort for senior women of color—Directors, Heads-of, VPs, and senior-track leaders—who are already powering enterprise-level transformation but aren't always given the mic, the title, or the protection that matches their impact. It blends executive-level coaching, peer council, and practical playbooks so WOC leaders can move with clarity, influence, and confidence in rooms not built with them in mind.

## IS THIS YOU?

- You're leading the work—but not always getting the mic.
- You're trusted to clean up complex initiatives, but your title and compensation lag behind.
- You navigate politics, code-switching, and credibility tax daily.
- You're shaping strategy without the formal power or visibility you deserve.

*The Lab exists so you don't have to navigate this alone.*

## WHAT THE LAB IS

- A cohort designed specifically for WOC at or near the top of the house—those driving digital, data, CX, product, operations, and transformation portfolios.
- You bring real cases and real politics; we work them in real time.
- This is not a generic leadership program or surface-level DEI. It's strategy, language, and community built for the realities of race, gender, and power.

## PROGRAM STRUCTURE

**Duration:** Multi-month container (3–9 months) aligned with real transformation cycles

**Cadence:** Monthly live sessions, implementation labs, optional office hours

**Components:** Peer council, 1:1 coaching, sponsor strategy, visibility labs, scripts & playbooks

*Everything is built around how senior leaders actually work.*

## OUTCOMES YOU CAN EXPECT

- A clear enterprise-level narrative tied to revenue, risk, and strategy
- Increased visibility with a sponsor/stakeholder map and scripts for high-stakes conversations
- Confidence navigating politics without self-doubt
- Executive-ready communication for CEOs, boards, and cross-functional partners
- A powerful community that validates your experience and accelerates decisions

### Mini-Stories

- Director → VP in 9 months while leading a multi-market transformation
- Senior Engineering Manager → Head of Platform Transformation with P&L ownership

## COMMUNITY & SAFETY

- A confidential room where you don't have to translate your experience.
- Shared language around race, power, and identity is built into the design.
- Alumni community and ongoing touchpoints extend support beyond the cohort.

## INVESTMENT & SPONSORSHIP

A premium, executive-level experience typically funded by:

- Leadership development budgets
- Succession-planning or high-potential funds
- Direct sponsorship from leaders or HR
- Reallocated conference/training dollars

## WHO IT'S FOR

Senior managers, directors, heads-of, VPs in transformation-heavy environments (tech, telecom, finance, healthcare, consumer, public sector).

Women of color ready to move with clarity, power, and intention.

Growth-minded leaders willing to apply insights between sessions.

***Not a fit for early-career talent or those without exposure to enterprise-level transformation.***

## FINAL INVITATION

***"You are not too much—you just haven't always been in rooms built with you in mind."***

[Apply to the Lab](#)

[Join the Waitlist](#)

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