



# BANCO SANTANDER W50 PROGRAM

## Preparing Our Women Board Members of Tomorrow

A three-phase learning experience blending online learning with six days on the UCLA campus.

Women are at the center of a profound paradigm shift in the workplace as globalization, the economic crisis and talent demand converge to create new and powerful opportunities. While the numbers show that women still face significant challenges of institutional and cultural bias (varying by country and region), there are many changes on the horizon that will change permanently women's experiences at work.

Banco Santander has created the **W50 Program** in partnership with **UCLA Anderson Executive Education** to equip our next generation of global women leaders for service as board directors. Santander's purpose in launching this program is to strengthen its relationship with the Santander Universities Network, and to establish Santander as an advocate of higher education by providing women with career development and psychosocial support. Participants selected from the Santander Universities Network will be provided with developmental tools, training and knowledge to improve productivity, and the skills to retain talent and ensure the future success of organizations.

### Key Topics

- > Strategic Leadership
- > Organizational Savvy
- > Introduction to Corporate Governance
- > Strategy, Structure, Succession
- > Key Accounting Considerations
- > Business Acumen
- > Bringing Your Whole Self to Work
- > Mentoring and Networking

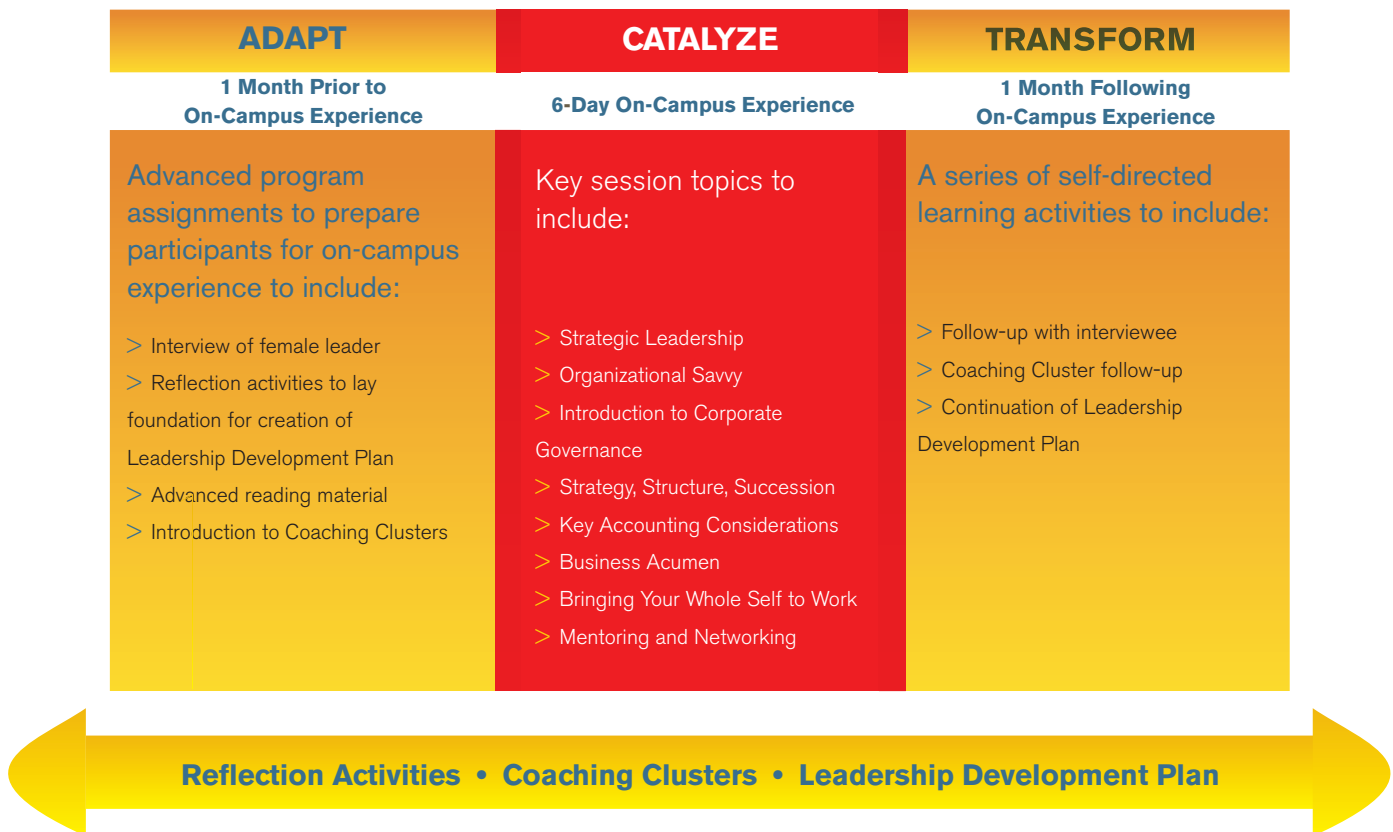
### Program Objectives

**By successfully completing this program, participants will be able to:**

- > Understand the skills and experience required to become a board member and leader of an organization
- > Develop a stronger sense of self-awareness and appreciation for diversity in leadership styles
- > Gain awareness of the skills required to effectively navigate organizations
- > Build networking capabilities and develop a plan for growing mentor relationships

## The Experience

The six day on-campus experience is the hub of this three month leadership journey, with extensive pre-work and assessments, and in-depth post-program analysis that reinforce insights gained, gauge participants' progress and drive home the workplace applicability of what they have learned.



## Who Should Attend?

The Banco Santander W50 Program is designed for young alumnae - approximately 30 to 35 years old - who possess substantive professional work experience and significant direct accomplishments. The high potential of these women can be recognized in their strength of character, motivation and commitment to both personal and organizational goals. Their current career trajectory gives a strong indication that they will develop the leadership capacity and executive acumen required to sit on a board later in their professional lives.

## Next Steps

Participant Applications are due by February 1, 2011. They should be submitted to the Director of Banco Santander Universities.