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SEPTEMBER 2024



**KLAPSTOEL**  
**ACADEMY**  
Intensive  
Program

A photograph of two women in a museum gallery. The woman on the left has long dark hair and glasses, wearing a dark top. The woman on the right has short reddish hair and glasses, wearing a white sweater with a purple floral pattern. They are both looking towards a large painting on the wall. The painting depicts a landscape with a river and trees. The text is overlaid in the center of the image.

**We're a generation of women that don't take s\*\*\* anymore, and we have a huge gender career gap to close.**



# What We Do

The Klapstoel Academy Program is a 12-week intensive Program that acts as a career accelerator for young female talents at the beginning of their career.

Our Chairmakers step into a powerful network of senior professionals who will share their knowledge and experience. To fuel our female talents' ambitions and to help tackle their challenges.

Take a Seat.



6

SENIOR CLASSES

3

LIVE PEER SESSIONS

4

ONE-ON-ONE COACHING

2

LIVE VROUWMIBO



**Are You Ready to Unlock  
Your Full Potential?**

# Career Strategy

Having a career strategy is key to realizing one's ambitions and becoming successful.

Having a goal in mind and a plan is an important first step, but Young Female Talents also need a network of mentors, coaches, sponsors, and peers who support them in their development.

During this topic, we explore their ambitions, define what support they need, and set out a path on how to get there.

## Learning Outcomes

- k** Think strategically about your career.
- k** Define your next career step.
- k** Build confidence about where your career is going.
- k** Become part of a professional community that can help you build your career

# Topic Overview



## Senior Classes

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1. How to build a career by transitioning from job to job versus how to build a career 'in-house'?
2. What skills do you need to navigate corporates versus start-ups?



## Peer Session

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What does career success mean to you and how to get there?



## One-On-One

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Opportunity for a one-hour coaching session with one of our Klapstoel Seniors by using your One-on-One strip card.



## Live VrouwMiBo

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The first VrouwMibo to network and get to know your new community.



# 2 Conflict Management

Women often deal differently with conflict than men - and that's okay.

Conflict can be challenging and very uncomfortable and impact the confidence and ability of a Young Female Talent to thrive in an organization.

In this module, we talk about strategies to deal with conflict and also shed light on these situations as an opportunity to advance one's career.

## Learning Outcomes

- k** Understand how conflict can help you in your career progression.
- k** Feel equipped to deal with conflict situations.
- k** Build confidence in your ability to solve conflict situation.
- k** Become part of a professional community in which you can discuss conflict situations.

# Topic Overview

## Senior Classes

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1. How to turn conflict into career opportunities
2. How do your emotions play a role and what solution strategies can you apply?

## Peer Session

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Learn from past conflict situations and how to lead from here.

## One-On-One

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Opportunity for a one-hour coaching session with one of our Klapstoel Seniors by using your One-on-One strip card.

# 3 Impact of Parenthood

Parenthood is an impactful topic when looking at one's career. Hereby we reflect on the influence your parents had on your career, but also about you becoming a parent if you choose to do so. Especially as becoming a parent is the most impactful event in a woman's career.

Recent research concludes that the entire gender pay gap is attributed to women giving birth and childcare. Let's talk about that!

Even though not every woman has the wish or ability to become a mother, we need to educate ourselves on the impact of parenthood on one's career.

## Learning Outcomes

- k** Understand the impact parenthood has on one's career.
- k** Be equipped to plan parenthood (or choose not to) based on your wishes.
- k** Become part of a professional community in which you can discuss parenthood and career.

# Topic Overview



## Senior Classes

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1. Experience report from a mother and successful director
2. Supporting parents as an ally



## Peer Session

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Exploring biases and believes around parenthood, and discussing the effect of your parents on your career



## One-On-One

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Opportunity for a one-hour coaching session with one of our Klapstoel Seniors by using your One-on-One strip card.



## Live Vrouwmibo

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The final VrouwMibo, including all seniors and Chairmakers, to celebrate your achievements and reflect on the impact of the Program.

# Program Overview

Part	Date	Content
Individual Intakes	Week 0	45 min intake call with each Young Female Talent & Company Seniors
Kick-Off Session	Week 1	Kick-Off of the Program with all Young Female Talents and Seniors
Module Career Strategy	Week 2-5	2 Senior Classes 1 Peersession 1 One-on-One 1 Live VrouwMibo
Module Conflict Management	Week 5-8	2 Senior Classes 1 Peersession 1 One-on-One
Module Parenthood	Week 8-12	2 Senior Classes 1 Peersession 1 One-on-One
Final (Live) Gathering	Week 12	Live VrouwMibo to celebrate the Program with all Young Female Talents and Seniors

Some Of



Our Klapstoel Seniors

# We bring the change.

Reach out to us for more details!



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[klapstoel.academy](https://www.instagram.com/klapstoel.academy)



[Klapstoel Academy](https://www.linkedin.com/company/Klapstoel%20Academy)