



LeaderKeys™
Consulting



2026-2027

A 4-week executive growth
experience for Black
women leaders



Who It Is For

Mid-to-late-career Black women at the Senior Manager, Director, Senior Director, AVP, VP, and equivalent levels who are ready to strengthen their leadership presence, navigate complexity more strategically, and make their next move with intention.

The 4 Pillars



Authentic Presence: Clarify how you lead and how you want to be experienced.



Leadership Navigation: Develop stronger strategies for navigating bias, visibility burdens, and friction.



Career Management: Understand the systems shaping advancement for you and those you lead.



Community Mindset: Create strategic relationships by building a Professional Board of Directors with your success as the priority.

Why This Is Different

- Built specifically for Black women leaders
- Immediate workplace and career application
- Honest, high-touch cohort experience
- Facilitated by a senior talent and leadership strategist

1 live workshop + 1 group
coaching session each week
Small Group (16 per cohort)



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2026-2027 Cohort Schedule

Cohort 6 | August 3-28, 2026

Early Bird: June 8-July 3, 2026
Enrollment Deadline: July 24, 2026

Cohort 7 | October 5-30, 2026

Early Bird: August 10-September 4, 2026
Enrollment Deadline: September 25, 2026

Cohort 8 | February 1-26, 2027

Early Bird: December 7, 2026-January 8, 2027
Enrollment Deadline: January 22, 2027

Cohort 9 | April 5-30, 2027

Early Bird: February 8-March 5, 2027
Enrollment Deadline: March 26, 2027



Early Bird
\$1,497

Cohort Experience
\$1,997

Cohort + 1:1 Strategy
\$2,497

Employer Sponsorship

Companies can sponsor individual seats or bring the program in-house as a private cohort experience. Special group rates apply at a minimum of 8 seats.



Black women deserve safe, dedicated development programs that prioritize their experiences with empathy and genuine concern for their success. This is the reason I established this program—it reflects the support and guidance I wish I had throughout my career.

Latrice Torres, SPHR
Founder, Career Accelerator for Black Women™



Visit Our Website
www.leaderkeysunlocked.com/careeraccelerator



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The Career Accelerator for Black Women is a 4-week leadership development experience designed for Black women professionals operating at the Senior Manager to Vice President level who are preparing to level up internally or level out strategically. **Participants leave with:**

Authentic Presence: A clearer leadership narrative and stronger authentic executive presence

Leadership Navigation: More strategic responses to workplace friction and under-sponsorship

Career Management: A sharper understanding of how talent decisions are made and how to influence them

Community Mindset: A concrete 90-day action plan for advancement, repositioning, or transition



This is not a general wellness benefit or a one-off empowerment event. It is a targeted investment in retention, readiness, leadership confidence, and internal mobility for high-impact Black women talent navigating pivotal career moments.

Audience
Black women leaders, Senior Manager to VP

Format
4 weeks | 4 workshops | 4 group coaching sessions

Outcomes
Presence, strategy, talent leadership, career ownership

Seat sponsorship, ERG investment, private company cohort

Note: All sponsored participants also receive a 1:1 executive coaching session



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Why Organizations Sponsor It

- Strengthens retention by investing in experienced leaders before disengagement or external departure becomes the default.
- Builds promotability and executive readiness through visibility, strategic career management, and stronger leadership presence.
- Improves people leadership by helping participants better develop, assess, advocate for, and retain talent across the full employee lifecycle.
- Provides practical tools participants can apply immediately in conversations, talent reviews, feedback, visibility planning, succession discussions, and career decisions.

The strongest business case is not built on inspiration alone. It is built on avoidable costs, stronger leadership behavior, and clearer talent outcomes.

What the Organization Gains

- **Retention protection:** When a sponsored leader stays and continues contributing because she feels invested in, the avoided replacement cost can outweigh the program fee. Reduced turnover risk, preserved knowledge, continuity in leadership.
- **Internal mobility and readiness:** When she becomes a stronger candidate for promotion, the organization gains a more prepared internal bench, an energized succession pipeline, and lower external hiring pressure.
- **Leadership effectiveness:** She will improve how she gives feedback, advocates for talent, and leads others; the benefit extends beyond the individual participant.
- **Career clarity and engagement:** When she gains renewed clarity rather than quietly disengaging, organizations retain higher energy and stronger commitment from experienced talent. Higher engagement = stronger discretionary effort.



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ROI Research

Research from SHRM and Gallup suggests that replacing an employee can cost 50% to 200% of annual salary, depending on level and complexity. For senior leaders, organizations often experience replacement costs near the upper end of that range once recruiting, vacancy time, onboarding, lost productivity, and institutional knowledge loss are factored in.

Sponsorship Options

Single Seat Sponsor
\$2,250 per participant
best for one-off sponsorships
or pilot participation

Private Cohort: 10-12 participants
\$21,600 total
\$1,800 per participant
20% off list price

4-Seat Group Rate
\$8,100 total
\$2,025 per participant
10% off list price

Private Cohort: 13-16 participants
\$27,200 total
\$1,700 per participant
24% off list price

8-Seat Group Rate
\$15,480 total \$1,935 per
participant
14% off list price

*Private cohort experience includes
company-branded dedicated
microsite for participants to access
tools and resources.

ROI Example

A company sponsoring 4 participants at a discounted group rate of \$1,750 each would invest \$7,000 total. That is a fraction of the estimated \$90,000 to \$360,000 cost of replacing even one senior-level employee earning \$140,000–\$180,000.

When compared with the cost of replacing a senior-level leader, targeted development and retention support is not just a people investment—it is a financially responsible one.