



LeaderKeys™  
Consulting



## Frequently Asked Questions

### Who is this program for?

This program is for mid-to-late-career Black women professionals at the Senior Manager, Director, Senior Director, AVP, VP, and equivalent levels who are ready to lead with more clarity, navigate workplace systems more strategically, and stop waiting to be chosen. If you are excellent but under-positioned, this program was built for you.

### What makes this different from other leadership programs?

This program was built specifically for Black women leaders – not adapted, not generalized. It addresses the real dynamics that shape advancement for this audience: visibility burdens, bias, under-sponsorship, and the weight of over-performing in systems that were not designed with you in mind. You will leave with practical tools, a clearer leadership narrative, and a strategy you can actually use – not just inspiration.

### What is the time commitment?

Each week includes one live workshop and one live group coaching session. Sessions are designed for busy senior professionals – meaningful and focused without being overwhelming. You should also expect some light reflection and application work between sessions to help you put the learning into practice right away.

### Is this coaching, training, or both?

Both. The program combines structured leadership and career development content with live group coaching. You will not just learn frameworks – you will have space to apply them to your actual career, your specific challenges, and your next move.

### Do I need to be managing people to participate?

Not necessarily. This program is a strong fit for Black women leaders who manage teams, lead cross-functional work, or hold strategic influence at the senior level. If you are preparing for larger scope or greater visibility, you belong here.



For questions about the program, enrollment, or sponsorship, please contact [Hello@LeaderKeysUnlocked.com](mailto:Hello@LeaderKeysUnlocked.com).



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### **What if I am considering leaving corporate?**

You are still a strong fit. This program helps you make your next move from a place of strategy, not frustration or burnout – whether that next move is a promotion, a lateral repositioning, or a decision to leave on your own terms.

### **Is this program only for women who want a promotion?**

No. Career ownership is not just about titles. This program is for Black women who want to be more intentional about how they lead, how they are seen, and what comes next – regardless of what that next move looks like.

### **How many participants are in each cohort?**

Each cohort is intentionally kept small – no more than 16 participants. This is a high-touch experience. The size matters because depth, honesty, and real connection are part of what makes it work.

### **Can my company sponsor my participation?**

Yes. Many organizations fund leadership development through learning and development or professional development budgets. We provide language and materials to help you make the internal case. Companies can also sponsor multiple seats or bring the program in as a private cohort experience for their team.

### **Are group rates available for organizations?**

Yes. Discounted group rates are available for organizations sponsoring multiple participants, starting at a minimum of four seats. Private cohort options are also available for companies that want to bring the program in-house. Contact us to discuss the right fit for your organization.

### **What happens after the four weeks?**

You leave with a clearer leadership narrative, a strategic visibility plan, a concrete 90-day action plan, and practical tools you can use immediately. You will not leave inspired without a direction. The goal is that you walk away knowing exactly what you are working toward and how to move.



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### When does enrollment close?

Each cohort has a published enrollment deadline, and early bird pricing is available for a limited window. Because cohorts are small and intentional, spots fill. Apply early.

### How do I know if this is the right fit?

If you are a Black woman leader who is tired of over-performing without the recognition, influence, or advancement to match – and you are ready to move with strategy instead of frustration – this program was made for you.

### How do I apply or get more information?

Visit [leaderkeysunlocked.com/careeraccelerator](https://leaderkeysunlocked.com/careeraccelerator) or contact us directly at [Hello@LeaderKeysUnlocked.com](mailto:Hello@LeaderKeysUnlocked.com).



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