

BENEATH
THE
SERVICE

Women Veterans Leadership Program

Program Handbook



2
0
2
5

About WVLP

The Women Veterans Leadership Program (WVLP) provides leadership skills and knowledge for women veterans to build a movement so we can pursue opportunities for all women in leadership attainment.

Women veterans, like non-veteran women, face systemic challenges with effective communication, loss of identity, confidence and self-care, all of which make the journey to leadership roles more difficult.

Additionally, women veterans struggle to find belonging and connectedness in the civilian world, further isolating them from the networks and support that are critical to success as leaders. The result is women veterans lacking the skills, tools and opportunities needed to make it to and succeed in leadership positions when compared to their male peers.

Our communities need the unique leadership traits that women veterans bring to a challenge. Through the in-person experience, virtual workshops and self-paced curriculum, program members will hone their leadership through training and coursework that strengthens: self-confidence, ability to build a coalition of allies, understanding of and ability to leverage storytelling to impact change, and more.

After completion of the program, WVLP graduates will gain access to a growing alumni network and be eligible for additional mentorship and leadership opportunities.



Program Objectives

The objectives of the Women Veterans Leadership Program (WVLP) are to:

1. Provide women veterans with the knowledge, skills, mindset shift and resources to make sense of their **identity**
2. Strengthen confidence and reaffirm their sense of **purpose**
3. Make a meaningful difference in their communities by developing stronger **connections**

Identity



- Discover the power of your unique identities and how they can be leveraged as assets to your leadership
- Define your values and identify how these inform your authentic leadership pathway
- Explore and inform your leadership strengths using DISC, a behavior assessment tool

Purpose



- Assess your level of satisfaction with the direction you're going in life
- Re-orient your behaviors to align with where you want to go and what you want to accomplish
- Develop an action plan and build accountability to pursue your calling

Connection



- Develop practical skills for networking both in-person and virtually, including building relationships with other women veteran leaders
- Engage in a large-scale community service projects with your cohort
- Build relationships with other veteran services organizations

what you will get

Learning Approach

You can count on being engaged throughout the whole program through the use of different learning methods, mix of facilitators, and experiential exercises.



Full Cohort Sessions:

Throughout the five months, the entire Cohort will come together twice for 3-day conference style sessions at the beginning and end of the program. These full-cohort sessions will be held in-person each time. During these in-person sessions, program members will connect and learn alongside each other by engaging in interactive workshops led by subject matter experts, hear from diverse women leaders through panel discussions as well as individual featured speakers, and complete one community service project. All costs associated with travel, lodging and most meals for the in-person sessions, will be covered by Beneath the Service.

Live Virtual Sessions:

The WVLP curriculum is carefully designed to ensure program members are growing in each of the program's focus areas and engaging in coursework leading up to and coming out of the live sessions. Participants will also have access to online learning to engage in self-paced learning, group assignments, and connect with other program members and the WVLP team. Program members will receive a program syllabus at the start of the cohort that includes a brief overview of each course including both enrollment and assignment due dates. To continue engaging and building connection between our in-person sessions, women will also attend virtual workshops led by experts in the field.

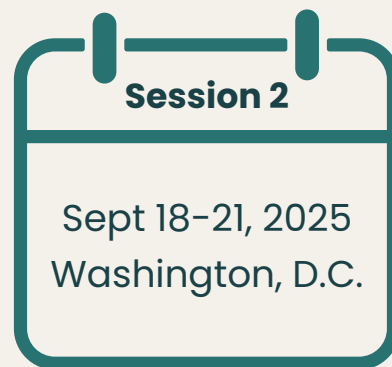
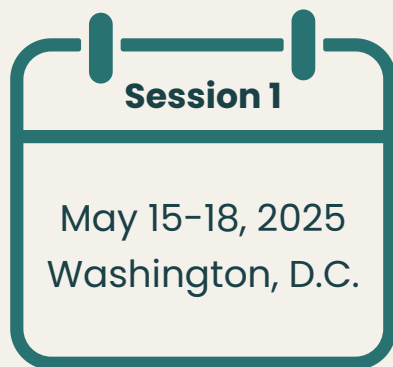
Positive Psychology:

A strengths-based approach is at the heart of what we do at Beneath the Service. We have built our own programs leveraging the principles of positive psychology and focus to help others identify their strengths. We strive to honor the individual and their unique contributions so that they can feel a sense of agency over their life journey.



Expectations & Requirements

All WVLP members are required to attend two of three virtual program orientations. **Full attendance at both of our 3-day sessions is mandatory for program completion.** During these full-cohort sessions, program members attend dynamic workshops and presentations, as well as build meaningful connections to other women in the program. For the 2025 Cohort, the session dates and locations are below:



Coursework:

Throughout the program, you will join online courses. During orientation, you will receive a program syllabus that provides an overview of each course you will be enrolled in over the five-month program. Some of these will be completely independent, self-paced learning, and other courses will require you to work with a group. Our expectation is that program members are regularly submitting their coursework on time.

Time Commitment

WVLP is an intensive leadership development opportunity, and we estimate that program members will spend an average of 3-5 hours/week completing program work throughout the entire five months. The time commitment fluctuates and may sometimes be above or below this estimate.

Please note: attendance at these sessions will require taking time off of work. We ask that all program members are fully engaged and present at these sessions, so please ensure that you are able to make arrangements to attend before committing to the program.

Admission Process

Eligibility:

01 Self-identify as a woman

02 U.S. military veteran from all branches or currently serving in the National Guard or Reserves

Applicants with a Dishonorable Discharge status can still apply and will be reviewed and considered on a case-by-case basis



Application Process:

1

Once open, complete the application form to verify eligibility.

2

Have your military service verified.

3

Receive your admission decision and next steps.

4

If selected, confirm your place in WVLP and prepare to join orientation.

Hear from WVLP graduates

“

Thank you for this tremendous experience with all of these fabulous women. I have cried, laughed and learned from each of them. Some of my experiences I thought I was the only one, now I know there are plenty of us out there. Strength in numbers. **We need to tell our authentic stories so others understand us (and other veterans) better. This program has given us the tools we need to tell our stories.**

- Deirdre D., US Army Veteran



”

I had no idea there were so many resources available to veterans, and I appreciate the referrals. **I'm learning practical leadership knowledge and skills, and am getting opportunities to practice applying what I am learning.** The curriculum is well thought out and expertly presented. The networking and support are as valuable as the learning experiences.”

- Skyler, M., US Marine Corps Veteran



“

I can't say enough how GRATEFUL and beyond BLESSED that I was selected to be a part of this program. I am appreciative of each and everyone who has made it possible for myself and all the women veterans from across the world come together! I NEEDED this RIGHT NOW in my life! **I have sat back long enough on the sides and it's time to go FULL FLEDGE in my role as a TRUE and AUTHENTIC LEADER for the WORLD to hear and know my story as they will be inspired to write their own.** Thank you to ALL of the women in the cohort who have accepted me as I am and ALL OF MY ENERGY!!!

- Jamicka E., US Army Veteran



Costs & Sponsors

Your support makes it possible to offer the Women Veterans Leadership Program at no cost to our program members, empowering women veterans to lead and thrive.

Let's explore partnership opportunities to expand this legacy together.

Thank you to **The A. James & Alice B. Clark Foundation** and **The Mission Continues** for your commitment to sustaining the impact of the Women Veterans Leadership Program.

