

Targeted Approach

Banks are crafting women's programs with a narrower focus these days. Here's a sampling.

	Program	Intended for...	Focus/highlights	Length	Started	Impact/effectiveness
Bank of America	Military Spouse Transition Program	Military spouses, mostly women	Career counseling, flexible work options help military spouses stay on track despite relocations	Rolling	2012	Improved career advancement and retention rates for military spouses
Citigroup	Citi Women's Leadership Development Program	Midlevel women	Lectures, discussions, small group and individual tasks help women manage career development	Three-day session, runs 3x/year	2008	Participants outpace others in title-level advancement
Goldman Sachs	Goldman Sachs' Returnship® Program	Midlevel execs transitioning back to workforce	Strengthen technical skills, explore a new career path	10 weeks	2008	Around 50% of participants have received full-time offers
J.P. Morgan	Tech Connect	Recent college graduates	Teaches women right out of college to code in a boot-camp-like setting	Four weeks	2015	Bank plans to expand program next year
Morgan Stanley	VP Women Development Series	Female vice presidents (late 20s to mid-30s)	Enhance leadership skills, exposure to senior leaders, network	Four months, 2x/month	2011	More than 50% of the roughly 100 participants have been promoted following the program
Wells Fargo	Women's Leadership Initiative	About 20 mid- to senior-level women	Several executive leaders serve as sponsors; meetings to discuss professional topics	18 months, monthly meetings	2014	90% of participants said they found increased visibility with senior leaders

Army Study Guide Counseling

Jessica J Manson

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U. S. Army Board Study Guide, 2006-06 **Army Study Guide** Eugenio Saenz, 2018-01-11 Army Study Guide contains more than 30 subjects with review questions to assist in preparing for military Promotion Boards Complete with tips on how to prepare and conduct yourself before a board Subjects include Leadership and Counseling Map Reading Drill and Ceremony Physical Readiness Guard Duty Military Justice Training The Force Army Values Geneva Convention Army Programs and much more Use highlighting to study and quickly reference areas of study Study on the go no need for internet connection once downloaded Future updates available Soldier's Study Guide Walter J. Jackson, 1993 **A Guide to the Evaluation of Educational Experiences in the Armed Services** American Council on Education, 1984 *An Introductory Guide to EC Competition Law and Practice* Valentine Korah, 1994 *Guide to the Evaluation of Educational Experiences in the Armed Services* American Council on Education, 1986 The Physical Therapy Review, 1951 Readers' Guide to Periodical Literature Anna Lorraine Guthrie, Bertha Tannehill, Neltje Marie Tannehill Shimer, 1925 An author subject index to selected general interest periodicals of reference value in libraries **Army Occupations and You** United States. Adjutant-General's Office, 1956 **Administration & Management**, 1986 Appraisal Procedures for Counselors and Helping Professionals Robert J. Drummond, 2004 For courses in tests and measurements in counseling and psychology The leading guide to appraisal procedures for counselors this readable up to date volume offers future counselors social workers and other helping professionals a thorough overview of basic measurement theory and all relevant tests carefully aligned to a broad array of assessment vehicles Through clear straightforward prose students receive practical guidance on such topics as test selection administration interpretation and reporting along with thoughtful advice on how and when to use testing in diverse environments with diverse populations Current topics in counseling receive appropriate attention there is solid coverage of national standards and the trend toward high stakes testing is thoroughly explored **The Benchmark**, 1987 United States Government Publications Monthly Catalog, 1941 **Subject Catalog** Library of Congress, 1955 *Journal of Health, Physical Education, Recreation*, 1948 The Health Sciences Videolog, 1981 **Assessment Procedures for Counselors and Helping Professionals** Robert J. Drummond, Karyn Dayle Jones, 2006 The leading text in appraisal for counselors is a thorough overview covering basic measurement theory and all relevant tests It provides guidance on how and when to use tests in different environments with different populations and practical guidance on basic procedures like test selection administration and reporting Key revisions include significant expansion of measurement foundations separate chapters on validity and reliability as well as a new chapter on Understanding Test Scores More case studies have also been added throughout the text to help readers understand how to work with assessments and assessment results *Syllabus of a Course in High School Administration* Dan Harrison Eikenberry, 1927 *Government Reports Announcements & Index*, 1993 **Civilian in Peace, Soldier in War** United States Department of the Army, 1967

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