



LEADERSHIP ACADEMY
Developing Boston's Next Real Estate Leaders



2025 - 2026 PROGRAM OVERVIEW

Session 1: Leadership Vision & Assessment

Friday October 17, 2025, 8:30am to 1:30pm

Facilitator: Katrina Graham, Orange Grove Consulting

This session introduces the cohort, the program and the program facilitator. Expectations and group guidelines will be agreed upon. Participants will conduct a leadership self-assessment and set goals. Using the assessment, participants define their leadership vision, specifically incorporating their values, hopes and career ambitions in the context of the organization.

Learning Objectives

- *Reflect on self within context of organization*
- *Develop ability to think big picture about leadership*
- *Reflect on one's inherent values and beliefs and connection with underlying actions*

Session 2: Understanding Your Bias

Friday November 14, 2025, 8:30am to 12:30pm

Facilitator: Katrina Graham, Orange Grove Consulting

Unconscious biases women have about themselves are an invisible threat to women's careers. In the current situation, these unconscious biases are more visible than before and manifest as women take on more of the "home" work. This module focuses on helping women recognize and overcome these limiting assumptions through case studies to improve decision-making and risk-taking. Inter-sectional aspects of bias will be introduced. Within this context, the systemic biases will be discussed and participants will learn how to manage and overcome these barriers. Within this context, the systemic biases that exist in the Real Estate industry will be discussed and participants will learn how to manage and overcome these barriers.

Learning Objectives

- *Identify how flawed assumptions might get in the way of our own career story*
- *Practice re-framing for improved decision making and risk-taking*
- *Redefine our career narrative*

"CREW Leadership Academy allowed me to re-assess my priorities at professional level, enhanced my negotiations skill, and led me in intentional path that set in motion a promotion. Above all, to know my professional value."

*Carla Cabral, Senior Compliance & Portfolio Manager
Massachusetts Housing Partnership*

Session 3: Developing New Business

Friday December 5, 2024, 8:30am to 12:30pm

Facilitator: Haley Haggerty, Next Level Training

In this module, participants learn to develop a pipeline of opportunities. Whether participants are in an active business development role or not, selling is an important part of business, both externally to potential clients and internally with your organization. Learn practical tools that will enhance current business development activities through strengthened attitudes, new/improved behaviors and techniques. Each person will walk away with a tool kit and the start of a business development playbook. The group will be split into those that experience where they will focus on owning their sales process. The second group with less experience will focus on owning their networking behavior.

Learning Objectives

- *Develop practical tools that will enhance current business development activities through strengthened attitudes, new/improved behaviors and techniques.*

Session 4: Managing the Team

Friday January 9, 2026, 8:30am to 12:30pm

Facilitator: Katrina Graham, Orange Grove Consulting

This module introduces what makes a successful manager, opportunities for management within Real Estate, the importance of delegating and engaging within the team environment, and how to create an environment to cultivate collaboration and innovation.

Learning Objectives

- *Define effective team concepts*
- *Explore team styles and their impact on team effectiveness*
- *Explore and apply tools to improve team performance*

Session 5: Mid-Program Check-in Zoom

Thursday January 22, 2026, 12:00pm to 1:00pm

Facilitator: Katrina Graham, Orange Grove Consulting

Mid-program check in with all participants and facilitator

Learning Objectives

- *Check in on program learning goals*
- *Give advice and feedback on challenges related to the goals*

"Participating in the CREW Boston Leadership Academy was truly a transformative experience for me. Through thoughtful discussions, practical workshops, and the support of an inspiring cohort, I developed the confidence to step into leadership opportunities and advocate for ideas I believe in."

One of the most impactful aspects was the camaraderie within our group. Being surrounded by a diverse, driven group of women who were all working through similar challenges and aspirations created a strong sense of support and accountability. We lifted each other up, celebrated wins—big and small—and built relationships that I know will last well beyond the program."

CREW Boston didn't just help me grow professionally; it reignited my motivation and drive to lead with purpose and authenticity."

*Lindsie Tosca, Managing Director - Accounting
Jones Street Investment Partners*

Session 6: Promoting Your Value

Friday, February 6, 2026, 8:30am to 12:30pm

Facilitator: Katrina Graham, Orange Grove Consulting

In this module, participants will think strategically about their value and strategically assess how to leverage the “silver lining” in the current situation. Participants will learn how to frame their accomplishments in ways that showcase the value they bring to the organization and build their skills in thinking more strategically. Participants uncover and overcome resistance to self-promotion. They learn how to increase visibility and how to build meaningful networking, mentoring, and sponsorship relationships to accelerate their career – and to model this behavior for their women colleagues.

Learning Objectives

- *Identify ways to promote one's value-add authentically*
- *Quantify their business value to their employer and themselves*
- *Understand the relationship between self-promotion and value-based impact*

Session 7: Becoming a Strategic Thinker

Friday March 6, 2026, 8:30am to 12:30pm

Facilitator: Katrina Graham, Orange Grove Consulting

This workshop equips participants with the mindset and tools to shift from reactive problem-solving to proactive, strategic leadership. Effective leaders don't just respond to challenges—they think ahead, expand their influence, and take smart, calculated risks. Participants will learn to think and plan strategically, view their careers through a broader lens, and develop a forward-looking plan to measure their progress while confronting common barriers such as risk aversion and reluctance to seek support. By focusing on long-term leadership impact rather than day-to-day execution, participants will leave better prepared to anticipate future challenges and make high-impact decisions that drive organizational success.

Learning Objectives

- *Shift Perspective to Enhance Leadership Impact*
- *Expand Influence Through Strategic Networks*
- *Take Strategic Risks for Growth*
- *Create a Personal Strategy for Leadership Growth*

“The Leadership Academy was important in realigning professional and personal goals. The program helped me create a clear outline of who I am as leader and further align a structure and boundaries for my professional life; lines that are easily blurred in business ownership. With the insight of our facilitator and the collaboration and support of our cohort I was empowered to take on the next phase of my career.”

Molly Pidgeon, CEO & Interior Designer Pidgeon & Co. | House Of Dietrich



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Session 8: Pre-Close Progress Check-in Zoom

Thursday March 19, 2026, 12:00pm to 1:00pm

Pre-Close Progress Check-in with all participants. Participants will check in in small groups and discuss their goal and skill progress. There will be an admin facilitator only.

Learning Objectives

- *Check in on program learning goals*
- *Give advice and feedback on challenges related to the goals*

Session 9: From Insight to Impact: Integrating Skills for Strategic Impact

Friday April 10, 2026, 8:30am to 12:30pm

Facilitator: Katrina Graham, Orange Grove Consulting

The final module pulls together the key learnings across the program to transform the participants from individual contributor to strategic business leader. Participants learn how integrate their skills for strategic impact in their careers. Participants also celebrate what they've learned and how they've developed in the program.

Learning Objectives

- *Review, reflect and debrief lessons learned across the program*
- *Develop way forward plan including how to measure progress*
- *Commit to behavioral change plan*

Graduation held at 2026 CREW Boston Annual Achievement Awards

April 2026, 5:30pm to 9:00pm

Graduation Celebration Dinner

May 2026, 5:30pm

"The CREW Leadership Academy provided me with a unique opportunity to explore and organize my ideas, including biases and self-doubt, about personal leadership and professional growth. The facilitator immediately created an atmosphere where everyone could be vulnerable, feel supported and get comfortable being challenged. The program content was informative and engaging each session. The bonus factor really came from exchanging personal stories with such a diverse and talented group of CREW women.

As a result, I have an actionable leadership vision and a fabulous new group of inspiring friends. My advice to others: don't wait until you feel fully prepared—apply when curiosity strikes!"

*Amy Apfelbaum, Principal
McPhail Associates, LLC*



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About Orange Grove Consulting

Orange Grove Consulting is a women-owned business specializing in research-based leadership development and bias-removal. We help organizations improve recruitment, retention and promotion of diverse talent across an organization. We can uncover barriers to diversity in current talent pipeline with a focus on removing them so all people can thrive. Our end goal is to create more innovative and productive workplaces.

About Katrina Graham, Orange Grove Consulting

Katrina is an Associate Professor of Management at Suffolk University. She earned her B.A. in History from the University of Virginia, M.S. in Human Resource Management from Villanova University, and PhD in Organizational Behavior from Drexel University. Prior to her academic position, Katrina was a personnel officer in the U.S. Air Force and has also worked in Human Resources. Her research explores ethics in the workplace, dysfunctional leadership, and employee-supervisor relationships. She teaches courses on Organizational Behavior, Leadership, Difficult Conversations, and Managing Difficult People at Work.

"The CREW Leadership Academy has helped me gain more self-confidence as a professional working woman. The interpersonal skills I learned from the program are practical. I have grown to be a better leader to myself as well as others."

*Nicole Ng, Director
PKF O'Connor Davies LLP*

"The CREW Leadership Academy is unique in that it focuses on enhancing individual leadership skills, based on one's personality and distinct leadership style. The classes challenged me to assess my future goals, empowering me to lean into self-advocacy laying a path towards meeting short and long-term career aspirations."

*Kelly Kurlbaum, Associate Director PMO
Vertex Pharmaceuticals*