

MAHOGANY PROTÉGÉ · FALL 2026

A FOUNDING COHORT EXPERIENCE

THE MAHOGANY COLLECTIVE

A four-session leadership experience for accomplished women ready to speak with authority, make confident career decisions, and navigate expectations without changing who they are to fit them.

Through Identity-Informed Leadership™, you will recognize what is shaping your responses, practice new ways of navigating real situations, and take intentional action.

NOTICE · DISCERN · RECLAIM · CHOOSE

DR. JOVAN KEITH

MAHOGANYPROTEGE.COM

THE INVITATION

Maybe it started long before work.

You learned what got praised. What got corrected. When to be agreeable. When to quiet down. How to read the room. How to make yourself easier to receive.

And you adapted. Sometimes that adaptation helped you grow, belong, navigate, and succeed. Sometimes it asked you to leave pieces of yourself behind.

Over time, it can become difficult to tell the difference between who you are, who you learned to be, and who you are still becoming.

The Mahogany Protégé Founding Cohort is a space to examine that honestly. Not to reject every adaptation. Not to return to some earlier version of yourself. But to understand what shaped you, discern what still serves you, reclaim what is yours, and choose more intentionally how you want to live and lead.

This is Identity-Informed Leadership™ — and the work of self-reclamation.

THIS EXPERIENCE MAY BE FOR YOU IF

- You know what you want to say but edit yourself before speaking.
- You leave important conversations replaying what you should have said.
- You struggle to determine whether feedback supports your growth—or asks you to conform.
- You are considering a career move but keep second-guessing your judgment.
- You want to communicate decisions and boundaries without overexplaining them.
- You want practical strategies for navigating real situations without changing who you are to fit expectations.

THE EXPERIENCE

Notice. Discern. Reclaim. Choose.

Four sessions move from awareness to agency. The goal is not a fixed or “finished” self — it is greater consciousness about what shaped you, greater ownership of what is yours, and greater choice in who you are becoming.

SESSION 01 · NOTICE · 90 MINUTES

The Identity Timeline

What shaped the way I learned to be?

Trace the messages, experiences, expectations, identities, and environments that influenced how you learned to show up — from childhood through adulthood. Explore what was celebrated, corrected, rewarded, discouraged, or made easier to hide.

YOU LEAVE WITH

A personal Identity Timeline and a clearer picture of the forces that have shaped how you move through the world.

SESSION 02 · DISCERN · 90 MINUTES

The Leadership Mirror

What still serves me — and what does not?

Connect the past to the present. Examine where adaptation has supported your growth and where old lessons may now show up as overfunctioning, perfectionism, silence, proving, shrinking, or self-erasure.

YOU LEAVE WITH

A Leadership Identity Profile & Pattern Map that separates strengths and useful adaptations from patterns you want to change.

SESSION 03 · RECLAIM · 90 MINUTES

The Reclamation Lab

What is mine to reclaim?

Identify parts of yourself you may have muted, abandoned, distrusted, or stopped giving yourself permission to express. Reclamation might involve voice, creativity, cultural expression, rest, ambition, intuition, playfulness, boundaries, visibility — or something entirely your own.

YOU LEAVE WITH

A Personal Reclamation Statement naming what you are reclaiming, what you are releasing, and what greater ownership of self looks like in practice.

SESSION 04 · CHOOSE · 90 MINUTES

Lead From Here

How do I want to move forward?

Apply what you now know to a real decision, workplace challenge, relationship, boundary, career move, leadership situation, or next chapter. Practice choosing from awareness rather than reflexively adapting to the room.

YOU LEAVE WITH

A Leadership Response Plan, Influence & Relationship Map, and 30-Day Lead From Here Blueprint for one meaningful next move.

Every session leaves you with something real in hand.

WHAT YOU LEAVE WITH

Awareness, applied.

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- 01 **Identity Timeline** — understand the messages, experiences, and expectations that shaped how you learned to show up.
 - 02 **Leadership Identity Profile & Pattern Map** — recognize which adaptations serve you and where adaptation may have become self-erasure.
 - 03 **Personal Reclamation Statement** — name what is yours to reclaim and what you are ready to release.
 - 04 **Leadership Response Plan** — develop language and strategy for a real situation you are navigating.
 - 05 **Influence & Relationship Map** — identify the relationships and support relevant to where you want to go.
 - 06 **30-Day Lead From Here Blueprint** — translate insight into one intentional next move.
 - 07 **Mahogany Collective** — a trusted community of women for perspective, reflection, challenge, and meaningful connection.
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FOUNDING COHORT DETAILS

A small, thoughtful place to begin.

FORMAT

Four interactive, 90-minute virtual sessions.

TIMING

Fall 2026; specific dates and meeting times will be confirmed with the founding group.

COHORT SIZE

Approximately four to eight women.

LAUNCH MINIMUM

The founding cohort will move forward once at least four participants are confirmed. Deposits will be refunded if the minimum is not met.

FOUNDING INVESTMENT

\$399

total, for the complete four-session experience

RESERVATION

A \$75 deposit secures your place once session dates are confirmed and is applied to the total investment. The remaining \$324 is due before the first session.

About Mahogany Protégé

Mahogany Protégé is a leadership development company founded by Dr. Jovan Keith, a senior People and Learning leader, researcher, and leadership practitioner.

Its work is grounded in Identity-Informed Leadership™, an approach that examines how identity, lived experience, culture, and the environments we move through shape how we see ourselves, interpret what happens around us, and lead.

The approach grew from Dr. Keith's doctoral research exploring leadership development with Black women and from a broader question that continues to guide her work: what happens when women become more aware of how they have been shaped, recognize where adaptation has become self-erasure, and begin the work of reclaiming themselves?

Through cohorts, speaking, workshops, research, and organizational learning experiences, Mahogany Protégé helps women build the awareness and agency to lead with greater intention.

BEYOND THE COHORT

The Mahogany Collective

The Founding Cohort is the beginning of the Mahogany Collective — a community of women engaged in the work of self-reclamation and more intentional leadership.

The Collective is not built around becoming a single ideal version of a woman or leader. It is a place to examine what has shaped us, learn from one another, reclaim what is ours, and make more conscious choices about who we are becoming and how we want to lead.

THE WORK

Notice → Discern

Reclaim → Choose

THE FRAMEWORK

Identity-Informed

Leadership™

THE COMMUNITY

Mahogany

Collective

THE RECLAMATION OF SELF

Understand what shaped you.

Discern what still serves you.

Reclaim what is yours.

Choose how you lead from here.

RESERVE YOUR SPOT

mahoganyprotege.com/event-details-1/founding-cohort