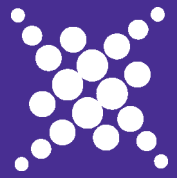


Developing Women as Leaders

A 3 or 5 Day Development Programme



Programme Overview

This programme is designed to support those organisations that have initiatives to develop more women as leaders, that are keen to nurture potential and talent amongst their female staff and that recognise the benefits that can be obtained by having diversity in senior management and director teams.

Whether it is women taking on their first junior leadership roles or women preparing to join the Board of Directors, this programme addresses key areas including understanding who you are and how you operate as an individual, what is required of you to step up to a more challenging role, the self presentation skills and assertiveness skills essential for those in leadership roles and developing the essential knowledge expected of leaders.

Programme content includes drawing on the experiences and knowledge of women leaders operating today and the programme itself is fast paced, interactive and challenging, requiring delegates to participate fully at all times, to commit to their own development and to operate out of their comfort zones in order to enhance learning.

The programme is designed to be delivered over a 12 month period as follows:

- ▶ 3 modules delivered over a 3 day residential period followed by
- ▶ A 6 month gap during which 2 one to one coaching sessions will take place and during which delegates are expected to pursue their own development and put into practice skills learned

- ▶ A further 2 modules delivered over a 2 day residential period
- ▶ A further 6 month period during which 2 one to one coaching sessions will take place

Delegates

This programme is designed for women seeking to develop their leadership skills and behaviours.

Objectives

By the end of this programme delegates will:

- ▶ Understand their own natural communication and behavioural styles
- ▶ Understand their own limiting beliefs and understand how they are able to change the perception of others
- ▶ Be more knowledgeable about the responsibilities, skills and behaviours required of all leaders
- ▶ Have begun to develop strategies to be able to promote themselves as leaders of the future
- ▶ Be clear about their operating environment and how to make an impact in it

"The trainer was knowledgeable, engaging, experienced, and articulated the ideas/concepts well." Warner Brothers



Programme Content

The following are suggested modules for a Women's Leadership Programme, however the course can be tailored to meet your organisation's specific needs.

1: Introduction to the programme

- A global overview of women in leadership
- Identifying and understanding successful role models
- Understanding yourself, your own communication style and natural behaviours
- Understanding how to modify your natural style in order to achieve as a leader

2: Moving up a gear from management to leadership

- The qualities of leaders - which do you have and which do you need to develop?
- Understanding gender differences in communication and behaviour style and adapting your own personal style to succeed
- Focussing on your own limiting beliefs and developing strategies to overcome them
- Developing the communication skills required of leaders
- A brief look at technology tools for leaders

3: Raising your profile and making an impact

- Developing commercial understanding and an awareness of the breadth of organisational knowledge required to fulfil a leadership role

- Focus on self presentation skills
- Appropriate assertiveness for leaders - learning how to hit the right note

4: Focussing on knowledge and skills development

- The importance of resilience and tenacity for leaders and developing these skills
- Developing strategic thinking skills
- Essential finance knowledge and skills for non financial leaders
- How to identify and successfully work with a mentor

5: Putting your skills and behaviour development into practice

An intensive day focussing on further development of:

- Communication and self presentation skills
- Overcoming limiting beliefs
- Using appropriate assertiveness
- Demonstrating tenacity and resilience
- Strategic thinking
- Creating and committing to your personal development plan, including creating your own vision and goals

"The course was presented in seamless bitesize chunks with great worksheets and exercises." Honda Logistics UK

