



Women's Leadership Programme

How are you developing your ambitious and talented women?

The business case for gender diversity at all levels in the workplace is clear and progressive organisations are seeking diversity of experience, behaviour and thinking. Pure Resourcing Solutions and People & Performance Ltd have teamed up to provide a women's development programme with a difference. This programme is for female managers who aspire to progress to more senior roles and who want to develop their leadership style, find the right balance in their work and home life and be their authentic selves at work.

This programme will develop your talented, aspiring female leaders and equip them to evolve your culture and work with you to remove the workplace barriers to gender equality. This programme is different to standard women's development programmes in that it seeks to develop organisations in parallel with developing women! Just developing women and dropping them back into the same culture without any additional support is not very effective. However, developing the role of sponsor in organisations alongside the women's leadership programme makes all the difference.

Why women only:

This programme recognises that the experience of female leaders is often different to men, on the basis that women historically have tended to be the primary carer in the household. This environment encourages women to share and explore their experiences, perceptions and values within a supportive environment without being judged, whilst stretching them to step fully into their authentic leadership style.

For organisations this programme will:

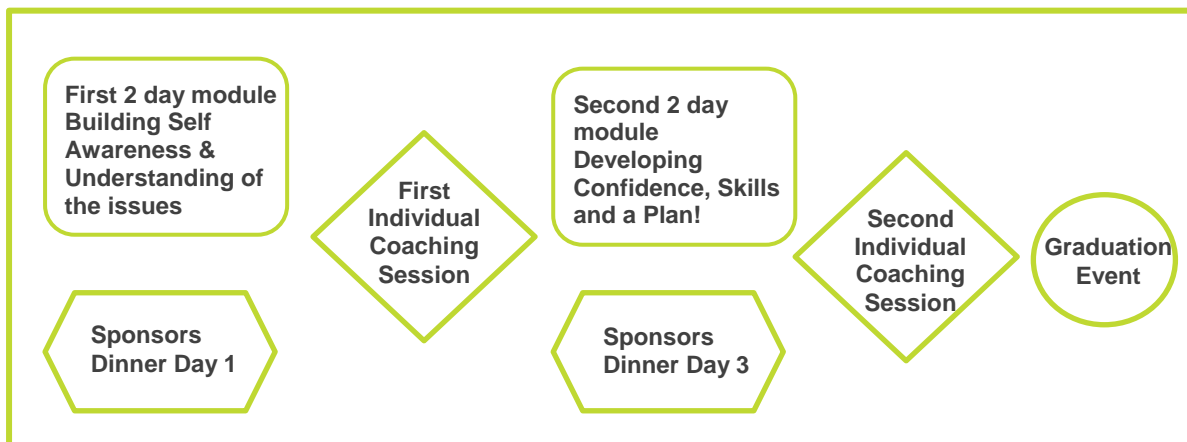
- Challenge you to define your gender equality strategy and set targets for improvement. If we don't measure it we can't manage it or improve it!
- help you explore how to change your culture, organisational values and behaviours to support a more inclusive and diverse workforce
- ensure you identify and sponsor talented hopefuls
- ensure you spot and remove organisational barriers to women's progress
- be aware of unconscious bias and what to do about it
- support women to be authentic and effective leaders
- deliver improved organisational performance over the longer term

For individuals this programme will:

- provide a support network of peers tackling similar issues
- help you define your ambition and develop a plan to achieve this
- support you in developing your courage and confidence to deliver your plan
- identify the barriers in organisations and how to overcome these
- identify the barriers within yourself and develop strategies to address these
- explore your leadership styles and your authenticity
- develop your assertiveness and understand conflict and power in organisations
- hear the experience of successful women and their top tips for success

The programme structure

The programme runs over 2-3 month period and will include completion of an MBTI (Myers Briggs Type Indicator) assessment prior to the first two day module, individual coaching sessions after each module and a second two day module.



All participants and their organisational sponsor will be invited to dinner during the evening of the first and third day across the 2 modules. Guest speakers will share their experiences from their organisations. There will also be a graduation event 6 weeks after the second module. The programme is not residential, although delegates are able to stay at the venues and we would encourage this to facilitate as much networking as possible.

The programme content and style

The programme will present the findings from research on gender equality and specifically what works. The style is a facilitated action learning approach with delegates reflecting on and sharing their own experiences. We will use MBTI to explore individual preferences and leadership styles and practical models and techniques will be provided with a focus on skill development. Individuals will be encouraged to network and guest speakers will be invited to the dinners and the graduation event to share their experiences. The course content will include:

<p>Day one</p> <ul style="list-style-type: none"> • What's so special about women leaders? • What are my aspirations • Who am I? Myers Briggs Type Indicator • Asking for feedback 	<p>Day two</p> <ul style="list-style-type: none"> • Power and conflict at work • Building my resilience and well being • Courageous conversations – asking for help • Delegating effectively at work and home
<p>Day three</p> <ul style="list-style-type: none"> • Leaderships styles and authenticity • Building my courage and confidence • Overcoming internal and external barriers • Identifying practical steps to progress 	<p>Day four</p> <ul style="list-style-type: none"> • Building credibility and influencing skills • Developing coaching and mentoring skills • Working with your sponsor to develop your organisation

The programme facilitators



Christina Youell
Director, People & Performance

Christina has been a Board member in a number of large public sector organisations and has worked with boards in the private sector. She understands what it takes for women to be successful in the board room. She is passionate about helping individuals progress and achieve their potential. This is especially true when it comes to women.

Christina has been supporting women to progress in their careers since she attended a senior women's leadership development programme run by Cranfield in 1995, while she was pregnant with her first child. She runs People & Performance Ltd and coaches several highly successful women who have managed to find their own balance between work and family life. She believes that diverse thinking results in better decisions and that the business case for gender diversity is irrefutable. She has designed this unique women's leadership programme to advance gender equality in the eastern region.



Lynn Walters
Director, Pure Resourcing Solutions

Lynn is a founding Director of Pure Resourcing Solutions and has worked in professional recruitment in the Eastern region for more than 20 years. Her business experience includes launching an Executive Recruitment division for a large international recruitment group, working as an Account Director within the emerging offshore Business Process Outsourcing sector before returning to recruitment to set up Pure in 2002.

One of 3 founding Directors, all who are actively involved in the business, Lynn is responsible for senior management and Board level professional recruitment across the Commercial and 'Not for Profit' sectors. With an ethos of building strong, lasting relationships, through an honest, ethical and trusted approach to recruitment, Lynn believes in being proactive to support her clients and candidates beyond the recruitment process.

As a member of the New Anglia LEP's group on Economic Equality, Lynn wants to encourage more female business leaders in the region. She strongly believes that all businesses have a responsibility to promote a genuine diversity at executive levels and by supporting and encouraging high-potential female employees into senior leadership roles the business stands to benefit in numerous ways including improvement in financial results, a more collaborative and creative approach to problem solving and ultimately greater profitability.

Investment in the programme

The programme provides a springboard for organisations to review their talent pipeline, address any barriers to women progressing and to develop a culture where all talent is realised.

The programme fee is £2,500 plus VAT which includes MBTI assessment, 4 days of development, 2 evening dinners for you and your sponsor, 2 one to one coaching sessions and a graduation event. You will receive a comprehensive course manual and all refreshments and meals.

For further information on how to book a place and or to discuss the programme in more detail, please contact either Christina or Lynn:

Lynn Walters on 07778 633754 or lynn@prs.uk.com

Christina Youell: 07976 968881 or Christina@peopleandperformance.co.uk

