

Accelerate your leadership – A leadership programme for women

The programme details

The programme is designed specifically for women, to help you recognise your strengths, clarify your leadership purpose, increase your confidence and resilience, define your ambition and achieve it!

The programme incorporates a number of elements designed to provide insight, make change and extend your network.

Topics covered:

Month one: Introduction and how to get the most out of the programme

A short 45-minute introductory session to meet other participants, plus tips and tools for managing your learning on the programme. In addition, you will have the opportunity to complete an inclusive leader self-assessment and to discuss your goals for the programme with your coach.

Module 1: Your unique leadership style.

There is loads of data that shows women make better leaders than men, this is largely ignored by talent policy and promotion criteria. It's still expected that the leaders of organisations will be men. You can make the most of your success by setting yourself up right.

In this module we will cover:

- Understanding your unique leadership style and how to maximise it
- Resilience shot, a practical-tools to manage your resilience
- Balancing work and non-work
- The basics of how our brains function and how this impacts our motivation and success at work
- Resilience shot: a practical tool for being more resilient

Month 2

Module 2: Creating your leadership purpose and audit your career

Being clear about your leadership purpose, what you stand for as a leader, is an attractor to talented team members and helps you manage career decisions.

It's said women don't push hard enough for promotion and don't plan their career, they wait until they are asked to take a role or feel they have the perfect experience and qualifications. The reality doesn't live up to this myth, but you do need to feel you are *nearly* there and sometimes that's about getting the right perspective. In this module, we help you 'audit' your career to avoid career-traps, manage feedback and rekindle your ambition if you need to.

We will cover:

- Crafting and embodied leadership purpose that guides you in career and leadership decisions
- Auditing your career and plan for the future and where necessary rekindle your ambition
- Understand the role of feedback and how you assess its relevance
- Knowing when you are ready for promotion
- Resilience shot: a practical tool for being more resilient

Month 3:

Module 3: Confidence and presence

One story about women is that they lack confidence as leaders. We are at our best when we believe in ourselves and understand our strengths, when we're grappling with self-doubt it keeps us from doing our bravest and best work. This module enables you to re-set yourself to the level of self-belief you need to be successful, and to spend more time in that state of mind.

In this module you will cover:

- Remedies to the kinds of self-doubt women experience, including imposture syndrome
- Managing your inner critic
- Tap into our own authentic presence by embodying your leadership purpose
- How to fake it when you're feeling under-confident but need to be at your best
- Effective long-term techniques, like self-compassion, for spending more time in the right frame of mind
- Resilience shot: a practical tool for being more resilient

Month 4:

Module 4: Get the men on board with your career - networks, mentors and sponsors

Work can be tough and it's important to have support. Networking isn't something you do instead of work these days, it's an essential element in success. Your network helps support you through the tough times, is a source of ideas, helps with problem solving and keeps you connected with diverse thinking. Maintaining your network when working virtually is a skill everyone needs to master.

Mentors and sponsors play an essential role in a successful career and women need to know how to position themselves to find and use them effectively.

In this module, you will cover:

- Why women have a different experience at work to men and how you can make this work better for you - the role of stereotypes in work and how they impact your leadership
- How networks work for women and how to assess your network
- Developing and maintaining your network face to face or online
- Using mentors to support your career
- Finding a sponsor and maximising their help
- Resilience shot: a practical tool for being more resilient

Month 5:

Module 5: Future leader and wrap up

This final module is about pulling your learning together and getting you ready to continue your leadership growth outside of the programme. We cover the leadership habits which will keep you on track. How you plan your career, maximise your supporters and maintain your self-belief and confidence.

In this module, you will cover:

- The leadership habits most relevant to you
- Career plans and monitoring success
- Tapping into your wise mentor
- Being a role model for others through embodying your leadership
- Planning for the future

Wrap up

This shorter 45 session wraps up the programme and sets you on the next state of leadership growth. It's also an opportunity to take stock and connect with other participants for ongoing support.

The format

Each module has **videos** covering the scientific research (in an accessible form), **practical tools**, examples and **advice from role models**, a **self-assessment or quiz** and a summary **ebook**. Each module takes around 1 hour to complete the core materials and includes a further 3 hour virtual session. Plus one **hour one to one** with your coach. We provide optional materials if you wish to delve deeper on a particular topic.