

Women in Leadership Programme





Women in Leadership Programme

Duration

Four teaching days

Validating Body

CMI

Who is this course for

This programme is designed for women wishing to develop professional management and leadership practice, and who will have the knowledge, skills and behaviours to drive business activities in a senior management and leadership role. It will be particularly relevant to those wishing to focus on key elements specific to women in leadership practice, and to the creation of a gender inclusive business strategy.

Overview

This exciting new 4-day programme has been designed specifically *for* female leaders, *by* female industry experts from our senior leadership delivery team. We have taken our flagship CMI Senior Leadership Programme and tailored it specifically to women in leadership positions. The programme offers a safe environment to facilitate those conversations that are not easily possible in a mixed and often male dominated environment. Built on contemporary theory, we take an energetic, interactive, approach to really drill down on those areas within current leadership development that women in leadership need to negotiate to achieve personal, team and organisational success.

We begin by focusing on 'self' giving you much needed time and space to consider your personal leadership style/signature, your inhibitors, your fountains and drains, and tools to deal with the 'imposter' that often lurks within! We move outward to consider the female leader's role in inspiring and motivating teams, practicing authentic, values-based leadership, handling difficult conversations in a male dominant environment and the power of effective communication and negotiation. We practice coaching and mentoring for success and focus on the development of a gender inclusive strategy/workplace.

You will leave this programme feeling refreshed, peaceful, energised, and supported by a network of female professionals. You will have an action plan, supported by tools and techniques that can really make a difference to your personal and professional life and to your organisation's strategy.

Learning Outcomes

On completion of this programme, delegates will:

- Have a clear understanding of their personal leadership signature and tools to increase self-awareness.
- Have an increased factual knowledge of gender inequality in today's working environment and strategies to be able to overcome this.
- Identify one's 'drains' and 'fountains', how to overcome the dreaded 'imposter', enhance one's interactions and move one's career as a woman in leadership in a positive direction.
- Have a clearer understanding of 'leadership' versus 'management' and tools to drive a values-based, authentic leadership culture through teams and the organisation.
- Be able to inspire others to lead through positive motivation and overcoming some of the common dysfunctions of teams.
- Develop skills for effective communication and negotiation in a male dominant working environment.
- Learn and practice coaching and mentoring skills for success.
- Develop a gender inclusive workplace/strategy.
- An action plan for negotiating personal, team and organisational success as a woman in leadership.

Qualification

This programme is run in partnership with Diversity Trust and can lead to a level 7 qualification in Strategic Management and Leadership from the Chartered Management Institute, UK.

The CMI Level 7 Award in Strategic Leadership and Management

Assessment

The CMI Level 7 Award in Strategic Management and Leadership is designed for directors and senior managers who have the authority and personal inspiration to translate organisational strategy into effective performance.

This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy. You will be required to take the theory, thought leadership and research discussed on the programme, and implement it in your professional life by focusing on your own leadership development, and positively challenging organisational strategy.

You will be required to complete one 3,500 – 4,000-word written assignments that require taught theory to be applied to the organisational context:

Unit 702: Leading and Developing People to Optimise Performance

Support

As part of your course fee, you are given unlimited access to post-classroom tutorials. These are organised monthly and run by CMI-qualified tutors to help guide learners through the assignment writing phase.

Agenda

Day 1: Your personal leadership signature

Key themes include:

- The reality for women in leadership today: Key issues and facts
- Do you take care of yourself – how? – It's in Betari's Box!
- Knowing your 'fountains' and 'drains!'
- Leadership and management in 2023
- The big Imposter Syndrome – accepting and believing in oneself!
- Self-awareness – tools and techniques to develop your personal leadership signature.

Agenda

Day 2: Inspiring others to lead

Key themes include:

- Leading a diverse team as a female leader
- Transactional analysis
- The power of motivation – becoming a powerful female leader
- Authentic and values driven leadership – it's at the 'heart' of what we do!
- Overcoming the common dysfunctions of a team – taking a female perspective.
- The "issues we face" – gender disparity, pay gaps, work-life balance, family responsibilities (caring for others), hormones! Menopause
- The power of effective communication – techniques to manage difficult conversations and to negotiate for success from a female perspective.

Day 3: The gender agenda! - Developing a gender inclusive strategy/workplace

Key themes include:

- EDI strategy and the gender agenda – managing our biases
- Gender equality and workplace inclusion
- Looking to the horizon: Horizon scanning model of applied strategy
- Case study: John Lewis Partnership
- Coaching and mentoring – tools and practice (it's power to creating a gender balanced culture)
- The significance of reflective practice.

Day 4: The way forward...

Key themes include:

- Leading change in a turbulent world
- From fixed to growth mindset – are we agile, really?
- Hybrid working and the future
- Back to the gender agenda – action planning for gender inclusive strategy
- We have come full circle! – back to self – career negotiation strategy as a woman in leadership
- What's next? Reflective practice and action planning.

Tutors

Dr Victoria Smith-Collins

Managing Director of Smith-Collins International, is one of our most experienced trainer-facilitators and coaches.

Victoria has over 20 years of academic and corporate experience that spans international markets. She has trained/supervised academic programmes up to MBA level (including delivering lectures, tutorials and dissertation supervision). Victoria has also worked extensively with the Chartered Management Institute, delivering programmes, examining and verifying assessment work.

Victoria specialises in leadership/management development, with a focus on strategic leadership, consumer psychology (the subject of her Ph.D), organisational development and change management. She has worked internationally for 13 years, where she has worked for an international training institute and has headed the Learning and Development function at one of the Middle East's largest regional banks.

Whilst at the training institute, Victoria grew and developed a number of professional UK based programmes (including those from CMI and CIM). She logged over 1500 hours of training/facilitation, training professionals from the financial services sector and other public and private sector organisations. Before moving to the bank, Victoria took on a senior business development role which primarily involved consulting with key clients (cross-sectors) and partnering with them to understand their development needs and tailor programmes to fulfil those needs.

Whilst at the bank, Victoria also took the role of HR business partner which involved working closely with departments on strategic change management projects. The role involved many hours of coaching at multiple levels, from junior up to senior executives. Trained as a coach through the Institute of Leadership and Management (ILM, UK), Victoria has over 1500 hours of international coaching experience that crosses industries. Executive coaching is indeed one of her passions and her track-record of results is outstanding.

