

# **Women in Leadership Programme**

- CMI Level 7





# 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.**

### **CMI Level 7 Award in Strategic Management and Leadership Practice**

Following completion of the **Women in Leadership Programme**, learners can opt to continue their studies by completing a **CMI Level 7 Award in Strategic Management and Leadership Practice**. This qualification is designed for practising middle managers and leaders at operations, division, departmental or specialist level, who are typically accountable to a senior manager or business owner.

Learners are required to complete one 4,000-4,500 word written assignment. Units to be completed include:

- 702: Leading and Developing People to Optimise Performance

### **Benefits of completing the qualification include:**

#### **For learners:**

- Enables learners to develop the professionalism to deliver impact and behave ethically.
- Enables learners to develop an in-depth understanding of how to effectively lead and develop people.
- Provides the opportunity to demonstrate a commitment to continual learning and development.
- Accredited management and leadership qualification and certificate on

completion.

#### **For organisations:**

- Learners will build on their strategic management and leadership skills to focus on the requirements of embedding the organisation's strategy.
- Provides skills and behaviours to drive core business activities.
- Delivers skills to optimise organisational performance through the effective leadership and development of people.

### **Learners also receive:**

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our [CMI FAQs](#) to find out more about how the qualification works.

# 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 2024
- The big Imposter Syndrome – accepting and believing in oneself!
- Self-awareness – tools and techniques to develop your personal leadership signature.

## **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.

### Kerry Robinson

Kerry describes herself as a hybrid professional working on the intersection of cultural development, improvement science and positive performance delivery. Kerry has a strategic focus, emphasising strategy into action through operational delivery.

Kerry's career has spanned equally the private sector and NHS, having worked in logistics, food manufacturing, telecommunications and oil research across a range of technical disciplines. Kerry is a chartered management accountant, green belt six sigma improvement trained, Kings Fund Top Management Programme Alumni.

For 13 years Kerry was employed in the NHS, six years as a Board Director, also Senior Responsible Officer for MSK care in a forming integrated care system. Kerry's portfolio has spanned strategy, organisational development, quality improvement, research, project management.

Kerry now has a portfolio career being both a practitioner and a trainer in her mix of consultancy and training work ensuring she stays up to date with current theory, context and practice. Kerry is also a sessional lecturer teaching improvement science and organisational development at Masters level for several universities.

Kerry has a strong belief in bringing training to life through practice to embed in the grain of their organisations.



## Tutors

### **Suzanne Pierce**

Having operated in both the public and private sector through an incredibly successful career, Suzanne has developed a unique skillset for being able to take an outside-in view of an organisation and the eco-system it operates within, to work with leaders to deliver key success.

Suzanne brings a fresh lens and energy to discussions, exploring alternative strategies to identify pivots that make 'good' organisations 'great', and increase their success. With the key to success being a strong offering alongside the right people, processes, and technology in place - to maximise that landscape and stay ahead of the curve, she works with leadership teams to ensure these are delivered in a sustainable way through a blend of consultancy with challenge, mentoring, coaching and professional development. With a real passion for helping drive an organisation forward from within, bringing a newfound 'spirit of adventure' into the organisation, to ensure a winning and growth culture is fostered for all.

