

Further

ADVANCING WOMEN LEADERS

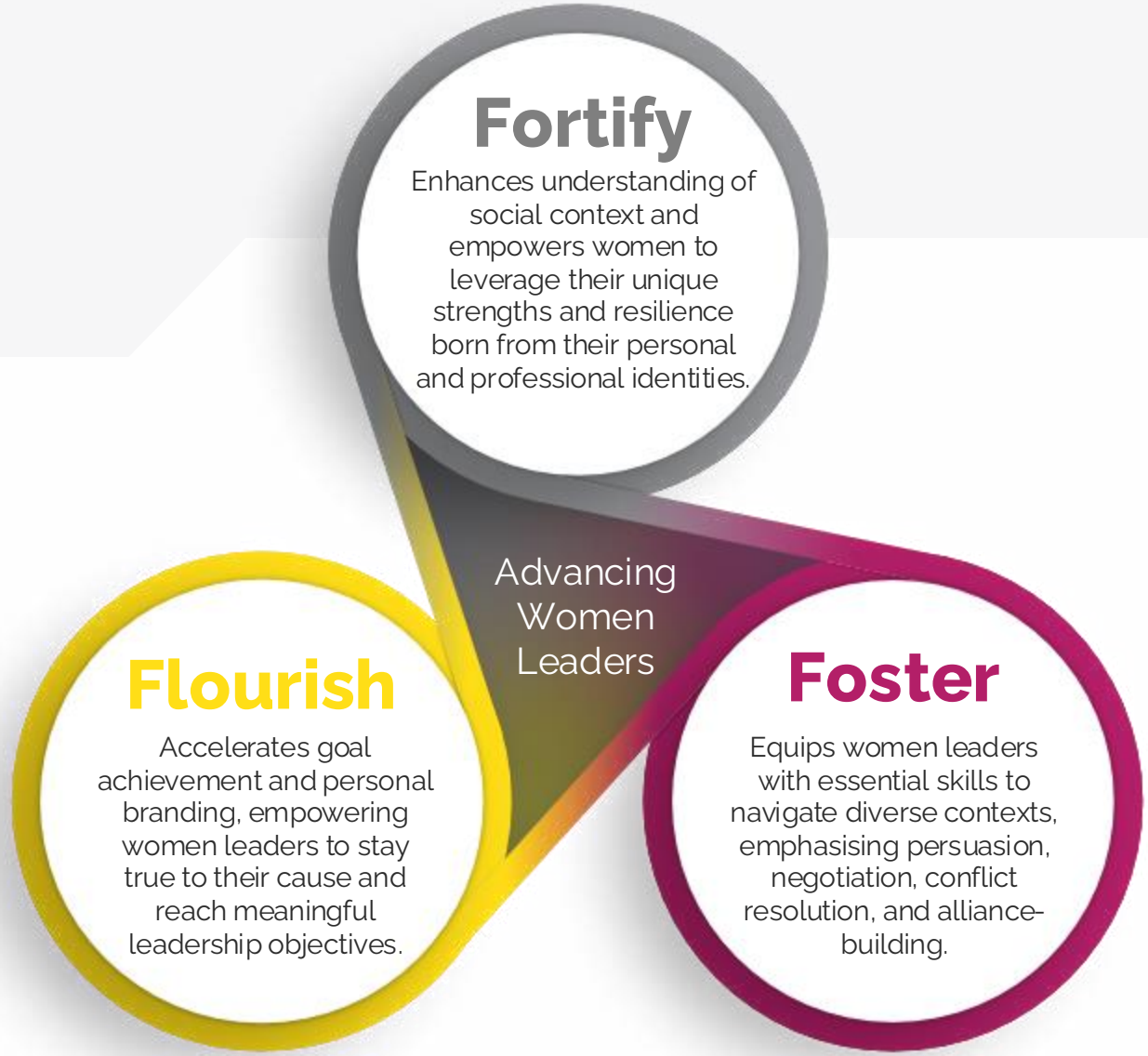
Equipping women leaders with the tools to thrive

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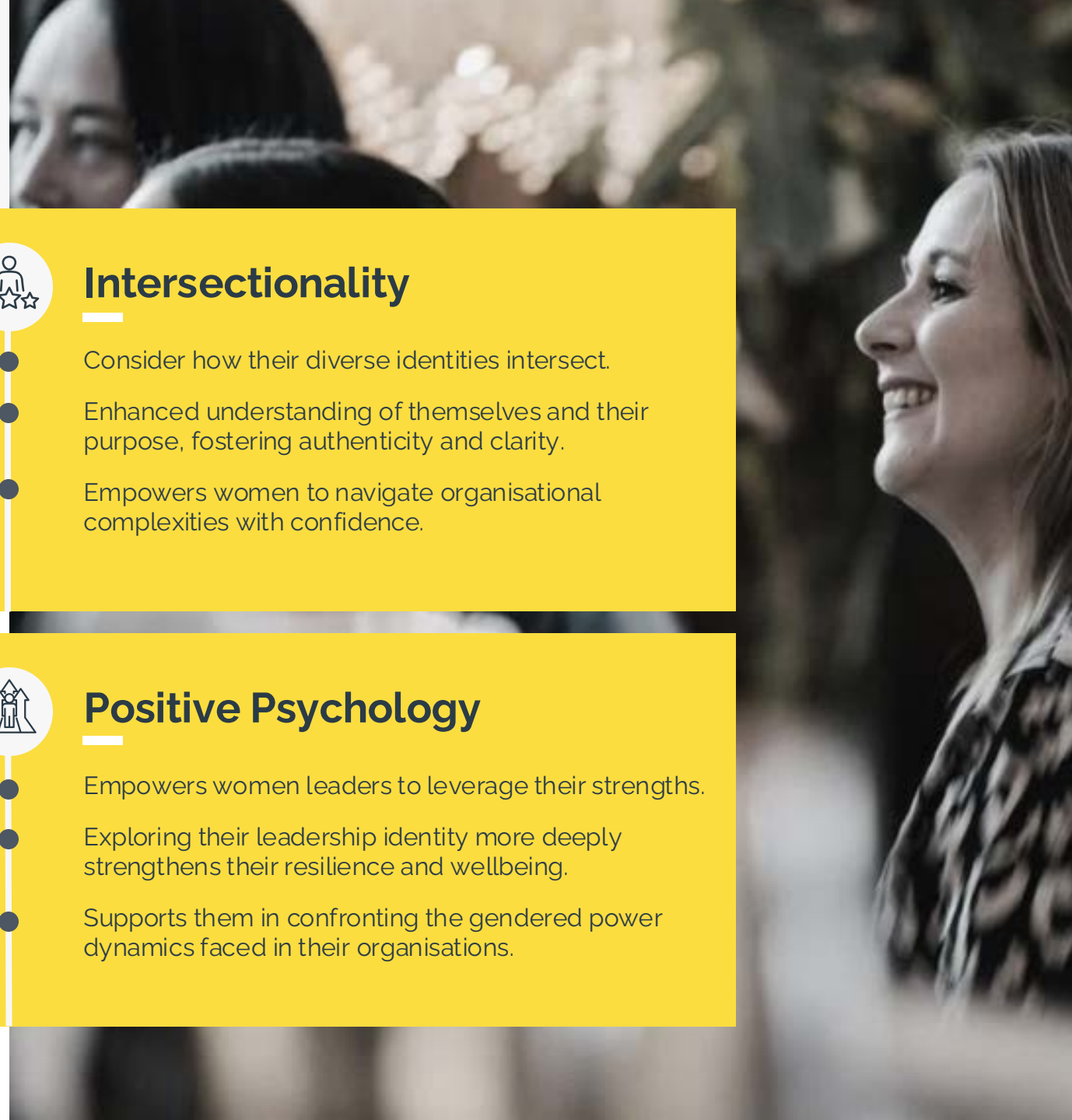
Our approach to advancing women leaders

Women in leadership face unique challenges, often rooted in longstanding societal norms and gender biases. These obstacles can manifest as barriers to advancement, limited access to critical networks, and the pressure to conform to traditional leadership styles that may not align with their authentic selves.



The theoretical foundations of *Further*

Underpinned by behavioural science and enriched with practical tools and guided reflection, '*Further*' aims to enhance women's awareness of how they craft their leadership identities. This awareness unlocks critical and unique strengths, enabling women to thrive and navigate complex organisational dynamics effectively.



Intersectionality

- Consider how their diverse identities intersect.
- Enhanced understanding of themselves and their purpose, fostering authenticity and clarity.
- Empowers women to navigate organisational complexities with confidence.

Positive Psychology

- Empowers women leaders to leverage their strengths.
- Exploring their leadership identity more deeply strengthens their resilience and wellbeing.
- Supports them in confronting the gendered power dynamics faced in their organisations.



Facet5 Key Qualities:
Unlocking empowerment and resilience



- **Harness unique strengths:** Focus on what participants naturally do best to navigate challenges with confidence.
- **Boost resilience:** Strengths-based development helps overcome obstacles and thrive in difficult environments.
- **Empowerment:** Encourages leaning into capabilities, reducing limitations imposed by external barriers.
- **Key Qualities insights:** Explore strengths across decision-making, collaboration, task focus, stress management, and risk identification.
- **Leadership impact:** Balances achieving results with well-being, builds alliances, and values diverse perspectives for success.

While Facet5 is a renowned tool, our *Further* programme is flexible.
We can easily adapt to incorporate your preferred assessment tool, ensuring the development journey integrates seamlessly with your existing practices.

Further
Learning pathway

1 Fortify

Personal Pathway:
Facet5 Questionnaire and Key Qualities Report
1 x 1:1 Coaching Session

Group Pathway (delivered over 2 days):



Guided Learning 1:
The Uphill Struggle
Intersectional Strengths



Guided Learning 2:
Fierce Self-Compassion
ACT with Resilience

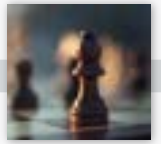


Coaching Circles

2 Foster

Personal Pathway:
1 x 1:1 Coaching Session

Group Pathway (delivered over 2 days):



Guided Learning 3:
Conflict to Collaboration
Creating Alliances



Guided Learning 4:
Strategic Persuasion
Illuminating Influence



Coaching Circles

3 Flourish

Personal Pathway:
1 x 1:1 Coaching Session

Group Pathway (delivered over 2 days):



Guided Learning 5:
Career Compass
Brand Edge



Guided Learning 6:
Looking Forward
Further graduation

Evidence-based learning pathway to support women leaders in their career growth

- Grows individual understanding of strengths and awareness of context
- Strengthens resilience and self-efficacy, reinforced by a network of supporters
- Nourishes career development through resources aligned to women's challenges

01 – Fortify

Strengthens awareness of the social context and helps women harness their unique strengths from the intersection of their personal and professional identities.

1



Guided Learning 1:
The Uphill Struggle
Intersectional Strengths



Guided Learning 2
Fierce Self-Compassion
ACT with Resilience

Guided Learning 1:

- Discussing the societal context that places women at a disadvantage in leadership roles.
- Growing awareness of the reasons why women often start further back compared to their male counterparts.
- Understanding how an intersectional lens can reveal strengths derived from various identities, and exploring how these unique strengths can help women navigate and thrive in challenging contexts.
- Emphasising the importance of leveraging personal and professional identities to build resilience and adaptability.

Guided Learning 2:

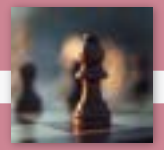
- Exploring strategies for supporting women leaders in navigating imposter phenomenon and maintaining their wellbeing while navigating challenging contexts.
- Introduction to Acceptance and Commitment Coaching techniques, focusing on aligning actions with personal strengths and core values.
- Practicing self-compassion to foster resilience and a positive self-image, with techniques for developing self-kindness and understanding in the face of difficulties.
- Enhancing psychological flexibility to adapt to changing and challenging situations.

Fortify helps women leaders understand and celebrate their unique strengths and supports them maintaining their wellbeing. By incorporating Acceptance and Commitment Coaching, self-compassion practices, and psychological flexibility, participants are equipped to navigate challenging organisational dynamics effectively on their path to leadership.

02 – Foster

Equips participants with essential skills to navigate various contexts, focusing on persuasion, negotiation, and building alliances.

2



Guided Learning 3:
Conflict to Collaboration
Creating Alliances



Guided Learning 4:
Strategic Persuasion
Illuminating Influence

Guided Learning 3:

- Strategies for engaging more comfortably in conflict and contentious situations, focusing on techniques for navigating and managing conflicts effectively in leadership roles.
- Understanding the importance of forming alliances and networks, with strategies to identify and build relationships with advocates and supporters to aid in leadership advancement.
- Highlighting the role of alliances and advocacy in supporting women leaders.
- Practical approaches to building and maintaining strategic alliances within and outside the organisation.

Guided Learning 4:

- Techniques for enhancing personal presence and impact, focusing on body language, tone, and effective communication to command attention in influential settings.
- Understanding the psychology of persuasion, with methods to influence decision-making through emotional intelligence, empathy, and rapport-building.
- Tools for cultivating executive presence, focusing on authenticity, confidence, and strategic positioning to strengthen leadership influence..

Foster is designed to strengthen women's leadership within a collective framework. It emphasises developing strategies for managing conflicts, forming alliances, and building networks to support leadership advancement. By fostering effective conflict management and strategic relationships, participants will enhance their visibility and access to opportunities.

03 – Flourish

Supercharges goal attainment and personal branding, helping participants remain true to their cause and move towards meaningful leadership goals.

3



Guided Learning 5:
Career Compass
Brand Edge



Guided Learning 6:
Looking Forward
Further graduation

Guided Learning 5:

- Helping participants identify their specific career goals and aspirations, supporting them in crafting the actionable steps to achieve short-term and long-term career objectives.
- Developing a personal leadership brand that reflects individual strengths and values, crafting a clear and compelling leadership narrative.
- Using insights and skills gained from previous sessions to inform career planning, integrating self-awareness, strengths, and values into career development strategies.

Guided Learning 6:

- Reviewing and reflecting on key insights and skills gained throughout the programme, discussing how to apply these learnings in future leadership roles.
- Featuring a guest speaker to share their leadership journey and insights, providing inspiration and motivation to the participants,
- Celebrating the achievements of the participants, with a 'graduation' attended by a senior organisational sponsor, providing certificates and encouraging participants to stay connected and support each other's leadership journeys.

Flourish commemorates the ongoing journey by integrating lessons learned to clarify career goals and aspirations, empowering participants to apply newfound insights towards achieving them. Inspirational leaders share their personal journeys and learnings, before a graduation ceremony, where achievements and transformative growth are celebrated.

Testimonials

As a participant in the Women in Leadership program, I have been deeply inspired by the opportunity to explore personality and the interconnectedness of personality traits. This program has not only encouraged me to delve deeper into understanding my strengths but has also made me more aware of the risks that come with them. By fostering this self-awareness, the program has given me invaluable clarity about my growth opportunities and equipped me with the tools and confidence to tackle them effectively. It's a truly transformative experience for anyone looking to evolve both personally and professionally.

Participant from a **Major Global Online Automotive Marketplace**

The team that delivered the Female Talent programme were phenomenal. The associates that formed our group were a key factor in the programme. We all lifted each other immensely and brought our true selves to each session. Having women of different ages and levels in their career gave excellent room for discussion, opinions and counter views on many of the topics. This was key. But as with any training it's in our hands. I would like to take this opportunity to say thank you for allowing me such a wonderful experience.

Participant from **Bosch UK**

Contact Us

Scan this QR code to learn more from our published research

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