A six month women's leadership development programme

MANCHESTER COHORT SIX:
13TH APRIL, 12TH MAY AND 7TH JUNE 2016

MANCHESTER COHORT SEVEN:
18TH MAY, 16TH JUNE AND 5TH JULY 2016
Why Attend?

Middle managers are one of the crucial filters between the strategic direction of the business and day to day operations. Research has also shown that middle management is frequently the key drop out point for women where the numbers of women in management positions decreases dramatically from 40% to 15%. More balanced teams produce better result and the facts speak for themselves... McKinsey (2012) reported that return on equity is 41% higher and EBIT is 56% higher for companies who have the largest share of women on the Executive Committee.

There are many reasons for women dropping out of the talent pipeline, with many choosing to ‘opt-out’; making the decision to not progress to the next level.

This part of the leadership journey is difficult and the jump from middle to senior management is more about WHO you are than what you know.

STRIDE is not about ticking the box for quotas nor satisfying the gender debate. The programme is practical and needs driven and helps overcome challenges whilst focussing on the differentators women have identified as key to fulfilling their career aspirations.

Business leaders and many women like to drive their own career advancement and this programme is designed to allow women to explore the key areas around managing self, perception and leading within business whilst networking and learning from the experiences of others in similar positions across a range of industries.

The programme is aimed at equipping female managers to make the best choices and to recognise and develop those areas, which will have the maximum impact for progression, performance and the ability to succeed.
The Myths

Since the Davies reports, we have heard many myths about women and the elusive ‘glass ceiling’. These include:

- Women are not as career driven as men and lack ambition
- Women lack confidence
- Having children stops women getting to the top
- Women don’t network as well as men

What we hear from women themselves is:

- Women define success more broadly than men and therefore their decision making process is more complex
- Many women choose to ‘opt-out’ as they perceive they need to behave in a particular way, or give up some of the values, in order to reach the ‘top’
- Women are less likely to push themselves forward which is often perceived as a lack of confidence
- Disengagement with a culture can be a significant challenge to personal values
- Women can take a forensic approach to assessing options, as there are often many other factors to consider, which again can be seen as lacking drive
- Women choose more formal networks versus informal socialising out of work
- Having children has the potential to slow progression but it does not stop it
# The Programme

Supporting Female Talent

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<tr>
<th>DAY 1</th>
<th>Managing Myself</th>
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<td>Authenticity and Values – Emotional Intelligence</td>
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<td>Motivations – goals and active career management</td>
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<td>Influencing and negotiating</td>
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<td>Building resilience to manage stress</td>
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<th>DAY 2</th>
<th>Managing Perception</th>
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<td>Communication</td>
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<td>Personal impact, gravitas and presence for leadership impact</td>
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<td>Self-advocacy</td>
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<td>Getting feedback and giving it</td>
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<th>DAY 3</th>
<th>Managing Business</th>
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<td>Networking for impact</td>
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<td>Managing Change</td>
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<td>Leading Change</td>
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<td>Mentoring</td>
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<td>The context of your organisation</td>
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Learning Outcomes of the Programme

The Learning Outcomes of the Programme will be:

- Develop a clear understanding of your drivers, your values and what is authentic to you
- A clear measure of your emotional intelligence and the importance of it in your personal development journey
- Building mental and emotional resilience to manage stress and create coping mechanisms
- Developing a balance, presence and personal brand based on your core values which are true to yourself
- Leading your own career with a clear vision and purpose
- Bringing others through the pipeline and being a role model for other women
- Exploring career success and what it means to you personally and at work
- Making change happen through courageous conversations
- Managing the balance of personal vs. organisational change whilst being true to your values and ethics
- The importance of visibility and building networks with practical examples of making this work for you
- An opportunity to hear and learn from other female managers across a range of Industries
- A ‘practical’ action plan for the next 2-3 years
Six month Leadership Development Programme

Pre-work including emotional intelligence webinar, report and 1:1 telephone feedback session. Personal reflection, planning and practical tools for application with reading list.

Three leadership development workshops (over 8-12 weeks to support experiential learning) facilitated by highly experienced facilitators.

1:1 Telephone coaching for each participant.

Attendance at three webinars.

Membership to the Oakridge STRIDE Groups on LinkedIn and Yammer and access to its community, linking you to networking events throughout the year with guest speakers and action learning.

The cost of the six month programme is £1,895 + VAT per delegate. If you are booking more than one delegate onto the programme, please contact Joanne Sharp: joanne.sharp@oakridgecentre.co.uk or telephone 0161 327 2031.
Your **STRIDE** One-to-One Coaching Offer

As part of the **STRIDE** programme, some delegates appreciate the opportunity to have a series of 1:1 sessions with a Coach, in addition to the 2 sessions which are included as part of the **STRIDE** programme package.

We are delighted to offer delegates of the **STRIDE** programme a series of three further, one hour telephone/skype coaching sessions at a special rate of £795.00 plus VAT.

To take advantage of this special rate, or for further information including full terms and conditions please contact:

**Deborah Larder-Shaw**
Deborah.larder-shaw@oakridgecentre.co.uk

**Jo Sharp**
joanne.sharp@oakridgecentre.co.uk

Telephone: 0161 327 2031

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**The purpose of the sessions may include:**

- Re-visit your personal action plan
- Identify further actions and what next for you
- More in depth feedback on your EQ-i report
- Identification of priorities for personal development
- Discussion around any confidential areas from **STRIDE**
- Identification of what works Well (www) and even better if (EBI)

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[@OakridgeConsult](http://twitter.com/OakridgeConsult)  
[LinkedIn](http://www.linkedin.com) **STRIDE** – Supporting female talent
The Facilitators

Claire-Marie Boggiano is a Chartered Engineer holding an MBA from Manchester Business School. Claire-Marie is a guest lecturer in Change Management and Entrepreneurship at Manchester Business School. She is the alumni lead for the MBS Women Leading in Business group and regularly hosts the Institute of Directors Women Directors’ Forum in the North West. She is a committee member of the IoD Manchester and has recently commenced working with EEF The Manufacturing Organisation to raise the profile of Women in Engineering. Claire-Marie is a member of the Manchester City Council International Women’s Day Steering Group. To any challenge Claire-Marie brings energy, focus and action. Her core skills include ‘breaking eggs’, ‘building gladiators’ and ‘making connections’. Claire-Marie believes organisations and teams succeed by working with the imagination and talents of their people.

Judith Fraser is an experienced Facilitator, Coach and Consultant Trainer with experience in leadership and business in the UK, Europe, Australia and the US giving her a broad understanding of different commercial and cultural environments. Combined with a natural interpersonal sensitivity, her particular strength is dealing honestly and openly with difficult issues – challenging and supporting others to take responsibility for the part they play in what they want to achieve. Her approach is intelligent, pragmatic, sensitive and no-nonsense. Judith has worked for 25 years at strategic and senior levels in commercial organisations in the fields of leadership, production and HR.

Brigit Egan has pioneered work with global leadership teams in both public and private sector environments for over twenty years. An experienced speaker, facilitator and coach, Brigit has been responsible for the delivery of leadership, change management and people development services and is an acknowledged speaker at major events. She has also led a Think Tank for the last 6 years for Senior HR and OD specialists. Her consulting experience includes the design and leadership of international and national programmes for AstraZeneca, Bibby Group, Civil Aviation Authority, Shire Pharmaceuticals and Unilever. Brigit’s professional specialities are the challenges for leaders in a VUCA (Volatile, Uncertain, Complex, and Ambiguous) world and the critical role of emotional intelligence and engagement for leaders to inspire performance and develop organisational and personal agility and resilience.

Lynn Leahy won the “Overseas Speaker of the Year” 2014 award with TEC (The Executive Connection) in Australia. In the 2013 she was designated as a Master Speaker after receiving a perfect score with a group. She won two awards (in 2008 and 2011) with Vistage International for her work with CEO’s and MD’s in the UK. One was as an “outperformer” and one for her outstanding work over a 15 year period. Lynn has worked with groups in 20 countries including Europe, the USA, SE Asia and Australia. She was a speaker at the HR Summit in Singapore in 2013 to an audience of 600+ and has been a key note speaker for many organisations in the UK. She is a trained counsellor and an accredited mediator, who draws range of psychotherapies in her work.
STRIDE
A six month leadership development programme for female middle managers

Reserve Your Place

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To reserve your place on the programme
or for more information, please contact:

Joanne Sharp - Sales & Marketing Manager
Tel: 0161 327 2031
E-mail: joanne.sharp@oakridgecentre.co.uk