

STRIDE

Championing Female Leaders



A six month leadership
development programme


oakridge
Part of **First Ascent Group**



Why Attend?

STRIDE has been developed to equip women to:

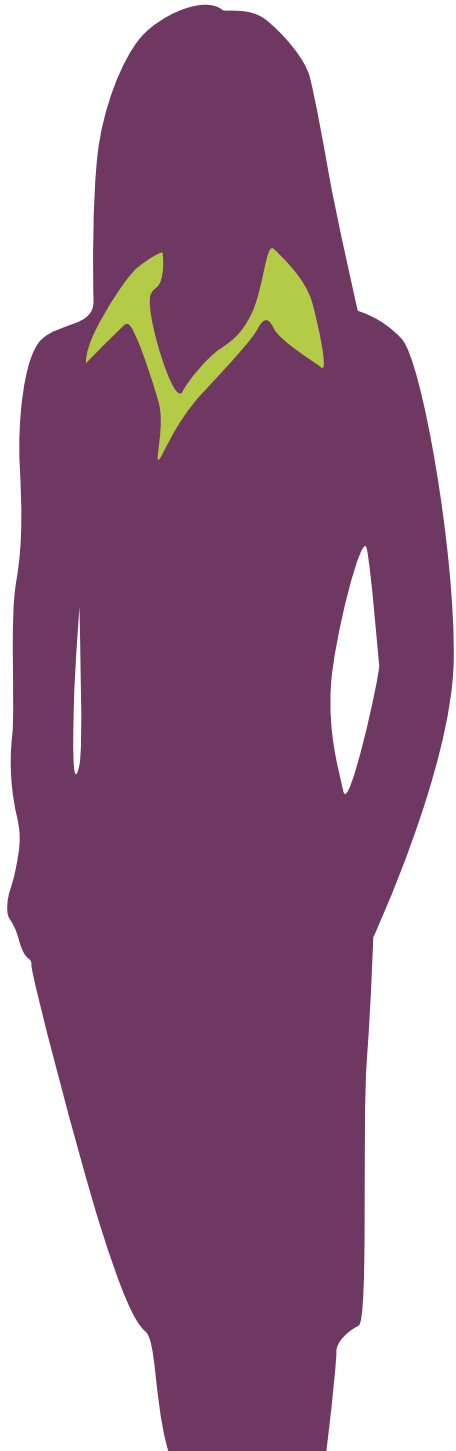
- ▶ Make the most of the intrinsic set of skills they bring
- ▶ Create a practical plan for navigating the next career progression
- ▶ Feel able to stay aligned to their values whilst being successful too
- ▶ Feel that they can be true to themselves and what they believe in
- ▶ Be a role model and bring others with them
- ▶ Be the best versions of themselves

STRIDE creates a 'safe' environment for women to explore key areas and challenges. We hear from women attending that they not only learn from the facilitators but also from each other.



Six month Leadership Development Programme

- ▶ Pre-work including Emergenetics E-fundamentals. Personal reflection, planning and practical tools for application with reading list
- ▶ Three leadership development workshops, delivered in person or online (to support experiential learning) facilitated by highly experienced facilitators
- ▶ 2 x 1: 1 x telephone coaching sessions for each participant
- ▶ Attendance at a range of webinars
- ▶ Membership to groups on LinkedIn and an online community, **STRIDE** groups linking you to networking events throughout the year with guest speakers and action learning



Learning Outcomes of the Programme

- ▶ 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

The Programme

3 core modules (5 sessions), with pre and post work, alongside access to a wonderful new LMS which guides people through the programme step by step.

Delegates will also have 1:1 coaching as part of the programme scheduled to suit their diary and lots of additional resources available to them.



MODULE 1 Part 1 and 2

Discovering Me

- ▶ Personal shields, personal values, how I arrived here. What I learned about myself on the way. What are my objectives for the programme?
- ▶ Emergenetics profile (psychometric): everyone will receive a personal Emergenetics profile and this session will focus on time for exploration, practical tips on flexing behaviours, in particular around expressiveness and assertiveness

MODULE 2 Part 1 and 2

Leading Me

- ▶ Managing my personality, my emotional intelligence, ego states and growth mindset
- ▶ Managing pressure, anxiety, apprehension, assertiveness and managing difficult conversations

MODULE 3

Developing My Personal Brand

- ▶ Building a personal brand, gravitas and presence, what values do I hold dear? What persona do I want to project to the outside world? What barriers are getting in the way? The power of positive language, how to message effectively and in a positive way (re-framing)
- ▶ Making an impact. Influential communication, projecting myself and my personal brand physically & virtually. How to present with impact including a practical session and lots of peer and facilitator feedback

Modules 1 and 2 will be held virtually.
Module 3 will be across a full day in person


STRIDE

Module 1 Pre-Work

- ▶ Set Personal Objectives for Programme
- ▶ Complete Emergenetics E-Fundamentals
- ▶ Watch Ted Talks ready for discussion during Module 1

Module 1

Discovering Me




Post Module 1 / Module 2 Pre-Work

- ▶ Complete Emergenetics post-work
- ▶ Watch Ted Talks ready for discussion on Module 2
- ▶ Read recommended leadership articles

Module 2

Leading Me



Post Module 2 / Module 3 Pre-Work

- ▶ Watch Ted Talks on Body Language
- ▶ Read Cracking the Code of Change article
- ▶ Complete personal objectives plan

Module 3

Developing My Personal Brand



Post Module 3

- ▶ Telephone Coaching Session
- ▶ Watch Topical Webinar
- ▶ Networking Event
- ▶ **STRIDE** Ahead!



Testimonials

I can honestly say that I am a much braver and stronger person as a result of attending the programme. Different to anything I have ever done before, **STRIDE** has given me the belief that I can drive things forward with confidence. I took a huge amount away for 'me' alongside the amazing group dynamic. The engaging and caring facilitation meant what I wanted to cover really mattered and I felt part of the decision to frame the content and focus, which was exceptional.

**Joanne Conway,
Global Diversity and Inclusiveness Lead, EY**

It was great to connect with the same group of women across the entire programme and realise that we all face similar business and personal challenges. The different facilitators across all 3 workshops were amazing and I thoroughly enjoyed the interactive exercises. Four of our cohort had promotions during **STRIDE**, which was remarkable. We are all facing change at work so it was great to focus on how to lead and manage this more effectively too, allowing us to implement our learning immediately. I would highly recommend **STRIDE** and it has had such a positive and life changing impact on me.

**Aileen Clancy,
Head of Finance, Harman Technology**

STRIDE made me realise so many things about myself which I hadn't comprehended. It helped me see how different characteristics play together; this was a real eye opener as to how I manage things. I just thought it was a wonderful programme and the three facilitators brought three different sets of qualities. Meeting people in similar situations, and understanding how we can collaborate, was also very useful.

**Furheen Mohammed,
Software Quality Manager, MPP Global**

The facilitators on the programme were excellent and their experience shone through. I found all of the tools and techniques really useful and felt they could be related easily to personal experiences. Meeting the other women was also insightful and helpful.

**Karen Waddicor,
Customer Services Manager, Crown Paints**

STRIDE is a really positive step forward for women. It was refreshing to see so many people passionate about having a career. The tools and techniques have been really useful to me. Overall, it was brilliant.

**Alicia Patterson, Head of Environmental Health,
Staffordshire Moorlands District Council**

I found **STRIDE** completely inspirational and a very powerful programme. Each of the facilitators were knowledgeable and passionate and I particularly enjoyed the interactive style. As a delegate I also felt we had the opportunity to shape the content of the workshops, based on our particular needs, which was great. It is amazing how you can be so open with a group of people you don't know but the programme set an open and safe environment to share learning and experiences. I just wish it could go on for longer as I didn't want it to end!

Poppi Sturley,
Corporate Services Manager, BLM Law

The sessions felt very personal and focussed on areas, like managing perceptions, that I found very useful. I like the learning being face to face and I took a lot from the programme. I feel many of the tools and techniques will be useful to take forward and to help me continue to reflect.

Alison Wilde,
Admissions Manager, Nottingham Trent University

STRIDE has had a huge impact on the improvement in my confidence. I loved it! It was the perfect blend of content and delivery style and I know I will continue to see the results over the coming years.

Nicola Ryan,
Head of People Services, Rowlinson Knitwear

STRIDE had been recommended to me by a number of colleagues, so I joined with extremely high expectations. The programme has exceeded all of these expectations and more! My confidence is the biggest difference but also the change management module was extremely insightful. The way in which the programme was tailored to the groups individuals objectives at the start of each day alongside the opportunity to share experiences with some inspirational female managers from outside my organisation was hugely valuable. **STRIDE** has enabled me to perform my role better.

Emma Kerr,
Sales Team Leader at Protec International Ltd

STRIDE exceeded my expectations completely. I actually surprised myself; the way in which I was supported to really challenge my thinking and my awareness of others has completely shifted some negative paradigms. I have a heightened level of self-awareness and a lot more confidence, as a result which was, not only supported by the highly experienced facilitators, but also by the wonderful group of women who shared their stories and journeys. I had lots of light bulb moments and would highly recommend **STRIDE** without hesitation.

Rachel Ryan,
Global Software Asset Management Lead End User
Computing – OCIO, AstraZeneca



Experienced Facilitators



Tasneem Siddiqi

Tasneem has been a professional broadcaster for 30 years, working on BBC national television and radio, as well as the World service. She was an anchor on BBC TV, Radio 4 'You and Yours' and has worked on Breakfast TV and Newsnight.



Anna Marsden

Anna is a high energy, qualified trainer and specialist advisor with a background of 15 years in training, and supporting people to increase and enhance their communications.



Jayne Marks

Jayne is a biochemistry graduate with over 20 years' experience in the pharmaceutical industry working for global companies and has delivered workshops and training programmes in the UK, EMEA and USA.

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Reserve Your Place

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

E-mail: info@oakridgecentre.co.uk
Tel: 0161 327 2031

www.oakridgecentre.co.uk



A six month leadership development programme

LinkedIn: Oakridge Training & Consulting
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Website: www.strideprogramme.co.uk

