

## Developing Leading Women



### Programme Outline

This is a 3-month programme comprised of 3 half day sessions, spaced 4-6 weeks apart, with 30 minute individual coaching between sessions to ensure learning's are applied and individual goals are met. It has been designed based on latest thinking on how women rise in organisations and the support they need. Our trainer has extensive leadership experience in senior financial services roles and has attended many women's leadership trainings over her career. She has taken the elements of these which most resonated and positively impacted her career and condensed these into a short and effective leadership programme. These sessions are very interactive and involve group coaching in addition to the individual sessions.

### Learning Objectives

By completing this programme, you will;

- Develop a clear understanding of your leadership style and how to harness your strengths to be an authentic leader
- Understand how your communication style impacts your success in business
- Understand the key behaviours that hold women back at work and develop an action plan to overcome these
- Ensure that you have the correct support in place to effectively navigate your career

Programme delivery consists of trainer led presentation with video support, individual exercises, group breakouts and case studies. Open class discussion is encouraged to allow participants to learn from experience and best practise of others.

The below programme content list covers the high level topics for this programme. It is continually being updated to incorporate latest thinking. The final content will be selected in partnership with the client and based on training objectives. Participants will be given a simple pre-work exercise to allow us to better understand their needs.

#### Session 1 – Understanding your Leadership Style

- We start off with a very engaging session where you will be introduced to the "PACE Palette" to help you improve your Communications, Leadership and Team Building. This quickly creates a sense of camaraderie among the participants who will support each other throughout the programme and beyond.
- We then look at your personal brand and how that impacts your success at work. We develop this and will continue to refine it throughout the programme.
- We then learn about how to be an authentic leader and not try to emulate others in order to succeed
- Finally, we develop an action plan for the programme

*30 minutes individual phone coaching will take place before the next session*

#### Session 2 – Overcoming your Leadership Challenges

- We start with a discussion on progress on our action plan, changes, successes and challenges since the last session
- We then cover Sally Helgesen and Marshall Goldsmith's critically acclaimed work on the 12 habits which hold women back at work, and develop strategies to overcome these
- This is followed by a group coaching session where we look at specific scenarios (provided by the client) affecting women in your organisation, and how to address these

*30 minutes individual phone coaching will take place before the next session*

#### Session 3 – Supporting your Leadership Journey

- We start with a discussion on progress on our action plan, changes, successes and challenges since the last session
- You will learn how to effectively network internally to increase our profiles and exposure to senior leaders and to ensure that we are considered for new opportunities and promotions.
- We also look at the benefits of networking externally and discover some of the great networking opportunities in Hong Kong. We discuss the benefits of creating a group of informal advisors who we can call upon when facing challenges at work and deciding on our next move.
- We then discuss why we, as leaders, should all feel empowered and motivated to set an example, help create paths forward for the those coming up below us, and become more invested in the success of the women around us.

The group is encouraged to continue to meet regularly to support each other throughout their future careers

### Who Should Take This Programme

Women Managers, Leaders, Business Owners, and executives who would like to improve as leaders and accelerate their career development while networking and gaining support from other women in their organisation.

This programme can be tailored to different levels in an organisation and so is recommended to be run for executives at a similar level.