



Women in leadership

A group learning programme for ambitious women and inclusive organisations



What's your 'why'?

For every 100 men promoted into management, only 85 women are.*

You may be wondering if a 15-point difference is even a problem. **It is!**

- From **62% of women at manager level**, female representation drops to a **staggering 22% in the C-suite**
- When women are outnumbered at manager level, there are **fewer women to hire or promote as senior managers** and at **every senior leadership-level** thereafter
- That first step is a **critical stumbling block** that holds women back from reaching leadership roles

Diverse leadership is pivotal for your organisation's success on many levels – from solving unpredictable challenges to improving competitive edge, resilience and performance.

*McKinsey Women in the Workplace 2021 report



My 'why'

As the only woman and only Brit on an otherwise all-male, all-French executive committee in a multinational aerospace & defence company, I was faced with a particular set of challenges on my path to success.

My own experience led me to understand the importance of preparation and support for successful leadership.

So, what's your why?

What intentional choices are you making to advance gender equity in your workplace?



Our Purpose

- To boost representation of female candidates for leadership roles by targeting women earlier in their careers.
- To support you in accelerating, retaining and promoting female talent to expand your pool of future leaders, and give you greater choice for senior leadership roles.



How we can help

Through a proven 6-part group coaching and training programme, we'll support your female team members in intentionally owning their progress and developing sustainable behaviours that will be invaluable for their success as leaders.

On completing this programme your delegates will walk away with a greater understanding of:

- **Themselves, what they want and how to achieve it**
- **Their mindset and how to impact it**
- **How to best communicate with stakeholders, including the challenging ones**
- **How to build successful professional relationships**
- **The importance of visibility for career advancement and how to build it**
- **How to plan for the future and manage career milestones**

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Along with being the right thing to do,
diversity offers a strategic advantage
- especially at leadership level.
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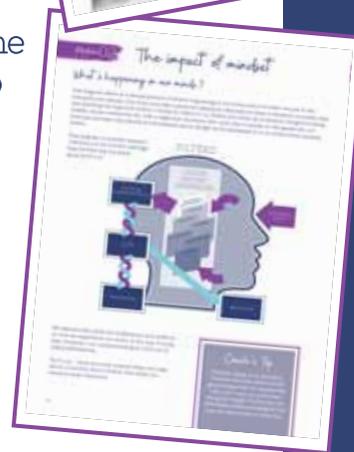


How it works

- Consultation with leadership to understand background, challenges and organisational goals
- Relatable, personalised scenarios for training materials and content
- Pre-programme and post-programme questionnaires to measure progress
- Six 3-hour modules of interactive training encouraging new skills practice in relatable scenarios
- Comprehensive workbook with exercises, tools and learning journal

Who it's for

- **Organisations** looking to foster diverse, inclusive work environments and benefit from the improved business performance that diverse leadership teams bring
- **Career-minded women** with potential and the qualities and behaviours that are valuable to your company's strategy and business



Our focus

■ **Building self-leadership techniques**

Great leadership starts with self-leadership—understanding who you are, what's important to you and how to manage your emotions and behaviours.

By choosing to strengthen key internal factors like self-awareness, confidence and connections, we give ourselves the greatest chance at success.

■ **Creating long-term behavioural change**

We combine coaching and training techniques to help build core power skills and integrate practical strategies. By setting goals and personal commitments, we help delegates turn thoughts into actions and build sustainable habits, supporting them in taking charge and owning their career advancement.

■ **Providing a flexible approach**

We spend time with you upfront to understand your organisation and the specific challenges your female team members may be facing. We can deliver the course in the packaged format or re-structure it to meet your needs. We incorporate role play and industry-specific scenarios into our sessions to ensure our training is relatable and effective.

We recommend that you combine training with in-house mentorship to make the greatest impact. We can help upskill your mentors in basic coaching skills to ensure they provide powerful support.



Bringing combined insights, passion and experience from two very different careers!



Natasha Harvey (Tash)

Communications Specialist
and Coach (ACC; NLP Cert)

Tash is an experienced business leader and communicator.

Working for diverse multi-national organisations for 20 years across several countries and cultures, she has built and led large teams

at a senior level. As the only Brit and only female member on the executive committee of a global defence company, she became an advocate for diverse leadership and emotional intelligence at work, and began using coaching in her leadership style.

Her experience has made her highly aware of how to use the power of communications to re-shape expectations and influence often sceptical audiences. Her training style integrates coaching and a highly hands-on, practical approach.

Tash decided to bring together her love of coaching and her desire to see more women in leadership, by setting up EmbraceYourChange in 2020. She's passionate about supporting women in reaching their goals and in working towards "a level playing field" for everyone.

Dr Christine Crew

MSci PhD MBA

Christine is a high energy, entertaining and motivational course facilitator and certified performance coach.

With a doctorate in chemistry, Christine has over 20 years experience in the pharmaceutical industry where she has been leading, training and coaching teams in a scientific and technical capacity. She also runs courses in corporate presentation and communication skills and is passionate about helping people take responsibility for their impact and their outcomes.

Christine's slogan is 'keep it simple', as she helps her business clients, course delegates and coachees identify clear and easy steps to successfully achieve their goals.

Christine has delivered training courses in the UK, USA and Middle East and has a CIEH Professional Training certification.



If you're wondering if this is the right programme for your team, here's a few pointers on



What it is....

- An interactive and highly participatory workshop where delegates need to apply learnings to set themselves up for success
- A way to better understand oneself, mind-set and behaviours to get results
- Support to turn thoughts into achievable actions and build sustainable habits
- A way to boost self-confidence, quieten the inner critic, develop effective communication skills, manage emotions and build resilience
- Training in how to build authentic visibility and think strategically about stakeholder relationships
- A flexible approach with measurable outcomes, tailored to the individual needs of an organisation

...And what it's not!

- An off-the-shelf, self-taught, on-demand webinar
- A course where delegates just turn-up and listen
- A general 'soft skills' training course. The programme is tailored to the scenarios and development areas identified by delegates' leadership
- A mechanism to address an inappropriate work culture
- A substitute for official work place practices to address formal complaints, medical or mental health issues
- A magic bullet. Participants must reinforce learning by testing out new skills and taking responsibility for what they want to achieve





For more information on working with us,

please get in touch!