

Women in leadership - incorporating Google™ I am remarkable training

Introduction

This programme is aimed at existing or aspiring female leaders who are looking for a significant personal growth opportunity. It is particularly suitable for organisations looking to:

- nurture and retain female talent
- increase diversity in senior leadership positions
- build a community of likeminded and supportive professionals
- grow a wider network of connected individuals with potential to extend to channel partners and clients

It comprises a journey of workshops, coaching, mentoring and group work. The workshops are highly interactive with participants learning from each other, sharing experience and providing mutual support. The coaching is key; ladies work on a personal or business-related challenge which might be a blocker to their success. Two of the coaching sessions typically take place between the workshops with one at the end to embed learning, build accountability and long-term change.

The programme also incorporates [#IamRemarkable](#); a Google initiative empowering women and underrepresented groups to celebrate their achievements in the workplace and beyond with the aim of breaking established modesty norms. The goal of [#IamRemarkable](#) is to:

- Improve the motivation and self-promotion skills of women and underrepresented groups
- Change social perceptions and refresh the conversation around self-promotion

Objectives

By the end of this course participants will be able to:

- Build sustainable changes in your confidence and style of leadership through individual coaching
- Learn through self-awareness, practice and experience in order to make more conscious choices and decisions
- Network to enable personal and strategic relationships built on trust and collaboration
- Inspire talks and personal stories from guest speakers (optional)
- Address our own biases against underrepresented groups and women who vocally express their achievements
- Identify the challenges around “bragging” and self-promotion
- Increase levels of confidence and self-worth
- Identify and utilise power sources for effective self-promotion
- Practice vocally expressing achievements and stating expectations with authenticity
- Create a safe space where everyone feels comfortable sharing

Content

A sample of what is covered includes:

#IamRemarkable Google

- Introduction to biases and beliefs, bragging myths and getting comfortable with sharing

Values, beliefs and biases

- Build awareness of your values and beliefs, the differences and what shapes them
- Normalise the fact that our beliefs are a product of our upbringing, environment, experience
- Introduce the notion that beliefs can be challenged and changed
- Highlight how we are influenced by socialisation
- How this influence impacts the choices we make
- Unconscious bias in our careers and how we see others Common biases you experience at work

Conscious competence and a growth mindset

- Start to make connections between self-awareness, self-development and coaching
- Ability to identify where you are in terms of conscious competence

The power of personal power

- Introduction to different forms of power in the workplace
- How perception of personal power influences your actions
- How personal power influences others

Building confidence

- Raise awareness of the impact of the inner voice on the decisions we make
- Understand and challenge what we define as courageous
- Clarity around what is stopping us from having the courage to do something different

Trust and interacting with others

- Increasing self awareness of the impact you have on others
- Re-enforce the importance of trust in building relationships

The power of feedback and active listening

- Understand the difference between feedback, mentoring and coaching
- Why it is so difficult to receive feedback - triggers that prevent us - normalising the process
- Understanding active listening

Freeing your strengths

- Identify your strengths and feel comfortable articulating them
- Increase self awareness of the power of your strengths
- Understand how sharing your strengths with others can increase your power and influence

I want you to take me seriously

- Stepping out of areas of comfort and being courageous
- Raise awareness of the power of body language especially if it is misaligned with what you say
- Identify personal body language barriers

- Acting with authenticity and having the courage to be YOU
- The power of body language and the impact of misalignment on your message - Mehrabian
- Introduction to the 5 Speaking Positions - Satir

Networking

- Introduce the importance and the power of networking as a tool for success
- Raise awareness of the different characters and personalities at play who can hinder or support you
- Introduction to the political intelligence model
- Reenforce that what you believe about yourself will influence how you network and pursue goals

How to get what you want

- Introduce the sphere of influence to be able to identify what is within your control and influence
- Challenge perceptions of what you can control and influence
- Building your control and influence

Leadership and self belief

- Understand that you perceive others through your own lenses, biases and beliefs
- Leadership attributes in others can only be recognised if they are present in you
- Recognise those leadership attributes in the actions you already take
- Identify when you exhibit these qualities and which ones you could use more

Stating expectations

- Understand how to state your expectations appropriately
- Negotiation and bargaining with intent - creating your repeatable headline
- State your expectations with clarity in alignment with your body language

Building confidence and personal impact

- Increase self awareness of the impact you have by the way you dress
- Confidence and empowerment comes from looking and feeling good
- Introduction to power poses and the concept of 'fake it until you make it'
- The power of the power pose
- Power visualisation

