Empowering Women

Introduction

This course 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 like-minded 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 course also incorporates #IamRemarkable; a Google initiative empowering women and under-represented 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

Course 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
- Address your 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:

Workshop One

#IamRemarkable Google
- Introduction to biases and beliefs, bragging myths and getting comfortable with

sharing (individual and group activity)

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
- How this influences how we perceive others
- Unconscious bias in our careers and how we see others (individual and group activity)
- Common biases you experience at work (group activity)

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 (pair activity)

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
- I can't do this because…. (pair activity)
- Gremlin and crow pictures (individual and triad activity)

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 and practicing the skill (pair activity)

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
- Name your strengths (pair activity)

I want you to take me seriously
- Start practising a skill that is often difficult for women – stating expectations
- Start 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
- Understand common body language blunders and how to overcome them
- Identify personal body language barriers
- Acting with authenticity and having the courage to be YOU
- I want you to take me seriously Part 1 (group activity)

- The power of body language and the impact of misalignment on your message
- Introduction to the 5 Speaking Positions - Satir (including a pair activity)
- I want you to take me seriously Part 2 (group activity)

Networking
- Introduce the importance and the power of networking as a tool for success
- Map your network (individual and pair activity)
- Raise awareness of the different characters and personalities at play who can hinder or support you
- Introduction to the political intelligence model
- Re-inforce that what you believe about yourself will influence how you network and pursue goals
- Revise and enhance your network (individual and pair activity)

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 (triad activity)
- Create a plan to focus on controlling or influencing a key interaction or relationship

Group Counsel
- Opportunity to share a short term leadership challenge (identified during pre-work or on day one) and receive direct feedback on how to approach it
- Reflection on beliefs, values and perspective of abilities
- Group counsel (group activity)

Coaching to consolidate learning (over a 6-8 week period)

Workshop Two

Learning so far and open frame
- An opportunity for the participants to reflect on what they have learned
- Time to share and discuss their learning
- Discuss any outstanding questions or observations
- Draw your learning (group activity)

Group check in
- Rebuild trust and safety within the group
- Normalise and share experiences and perspectives
- Build energy within the group
- Participants discuss: What I experienced; What I learned/noticed; What has changed; What I did differently (group activity)

Leadership and self-belief
- Understand that you perceive others through your own lenses, biases and beliefs
- Increase awareness of the leadership qualities in others that inspire you (individual activity)
- 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

(individual and group activity)

Stating expectations
- Revisit and build on the learning from the first workshop in terms of being taken seriously
- Understand how to state your expectations appropriately
- Negotiation and bargaining with intent - creating your repeatable headline (pair activity)
- State your expectations with clarity in alignment with your body language (group activity)

Building confidence and personal impact
- Revisit and build on the learning from the first workshop in terms of body language
- 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'
- Amy Cuddy TEDx talk
- The power of the power pose (pair activity)
- Power visualisation (group activity)

Networking revisited
- Review of the principles of networking including discussion on how easy/difficult networking has been since the first workshop
- Helpful challengers: Participants coach and challenge each other on the effectiveness of their network plan (pair activity)
- Revise and enhance your network (individual and pair activity)

Personal stories
- Practice telling a compelling story about yourself and practice impact management
- Get feedback on how to strengthen your story
- Prepare for a time when you might want to share your story with an influencer/decision maker
- Enhancing your story (pair and group activity)
- Personal presentation to the group