

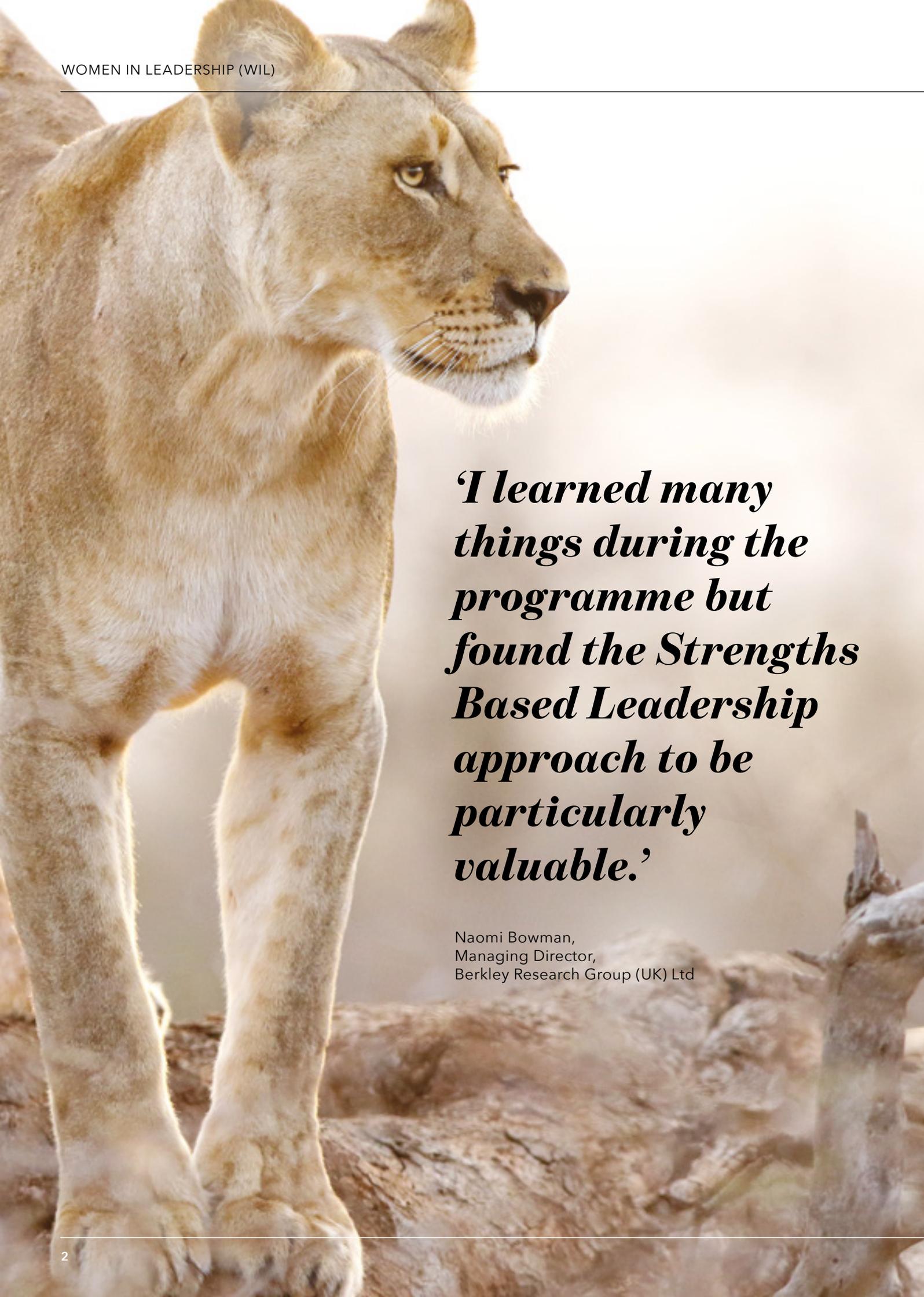
ACADEMY OF PROFESSIONAL DEVELOPMENT
LEADERSHIP DEVELOPMENT PROGRAMME



Women in Leadership (WIL)

FOR C-SUITE LEADERS, PARTNERS, OR BOARD MEMBERS



A lioness is shown in profile, standing on a rocky outcrop. She is looking towards the right of the frame. The background is a soft, hazy landscape with a warm, golden light, suggesting a sunrise or sunset. The lioness's fur is a light tan color with some darker spots.

‘I learned many things during the programme but found the Strengths Based Leadership approach to be particularly valuable.’

Naomi Bowman,
Managing Director,
Berkley Research Group (UK) Ltd

Becoming a leader shouldn't mean changing who you are.

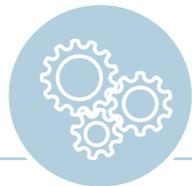
It's about finding the style of leadership that's already in you and bringing it powerfully to the fore, helping your business prosper.

That's where WIL comes in.



8

month programme



10

opportunities to learn and engage
with your new networks

The **Women in Leadership (WIL) programme** has been specifically designed to empower women to do just that.

TRANSFORMATIVE BENEFITS

- Develop your own personal brand of authoritative, authentic leadership.
- Boost your visibility and build your presence in your organisation.
- Become a role model for other women in business.

A combination of purpose-built peer groups and constant, acute, insightful mentoring, along with the time and space to focus, reflect and practise.

You will discover your personal strengths and how to translate them into a unique and powerful leadership style, and learn to thrive in any environment.

WHY WIL?

- A combination of practical tools - including Strengths Finder assessment, 360° feedback and stimulating workshops.
- Collaborative, stimulating peer learning groups with others whose ambitions and successes match your own.
- Mentoring and coaching from incredible experts and leaders - with inspiring experiences to share.
- Access to networking events with groups of senior professionals.

Your WIL journey

WIL goes far beyond workplace skills. It's a journey of self-discovery, creating powerful shifts in mindset that affect all aspects of work and life.

Along the way, you will experience many moments of insight and meaningful milestones. Here are just a few you may encounter.

Milestone **1**

Your Strengths Finder assessment results are in - and it's highlighted some talents you are surprised to see. But when you start talking through it with your coach or mentor, it makes sense - you can suddenly see them in yourself too.



Milestone **2**

You ask your coach or mentor about a problem that's been on your mind for a while. They tell you about a similar experience they went through, and how they addressed it. Suddenly, you see multiple potential solutions opening up to you.



Milestone **3**

At your third workshop you practise a presentation to your peers. They provide you with piercing insight, pertinent comments and supportive criticism. Before, you might have come away dejected, but now, you notice a new confidence - an eagerness to try again straight away.



Milestone **4**

In preparation for your graduation, your mentor or coach helps you infuse your distinctive leadership style with a new powerful sense of purpose. You realise you can't wait to take all the lessons you've learnt on this journey back to your business and begin to transform your career.



Milestone **5**

During your fifth workshop, you put in place an action plan to help you both professionally and personally. Leading onto celebrating completion of the programme at the graduation ceremony. Presenting you with an opportunity to reflect on your journey and the new leadership network you are now a part of.



The holistic approach

WIL provides intense, stimulating challenges that push you to your boundaries and back. Along with reflective, confidential support throughout your journey. The programme encompasses a host of high-level elements that will enhance your experience from every angle. From insightful mentors or coaches who have been where you are, to peer learning groups and workshops, it's a uniquely powerful combination that you won't find anywhere else.

WIL IS LIKE NO OTHER LEADERSHIP DEVELOPMENT PROGRAMME

360° FEEDBACK

Comprehensive feedback report from all angles - peers, managers, self-assessment, giving you an objective overview of your strengths, weaknesses and personal brand.

STRENGTHS FINDER

An assessment precisely tailored to you, which uncovers your unique combination of talents, knowledge, skills - and how to optimally harness them to your own work, goals and interactions.

ALUMNI NETWORK

Join a network of professional contacts. Continue sharing ideas, information and experiences long after your programme is complete.



PEER LEARNING

Share and solve real problems through risk-free group thinking and personal decision making to plan actions. This will accelerate learning and promote a problem solving mindset.

MENTORING OR COACHING

Based on your ambitions, you will receive dedicated time with an experienced professional who'll coach, consult and challenge you - in complete confidence and with reflective insight, to help you in your career progression.

Programme structure

WIL is an accelerated learning journey with a blended approach, consisting of experiential exercises, scenario learning and reflective peer learning groups. Each workshop focuses on different aspects of leadership. You will augment your skills through intensive discussions and simulations – guided by expert facilitators – and gain immediately applicable insights.

COURSE DATES 2020

THE WORKSHOPS

22 Sep	WORKSHOP: LEADERSHIP	LEADERSHIP STRENGTHS Discover your natural talents and understand how to articulate them within your workplace. By using these talents as strengths, they will support and build the foundation of your transformational learning journey.
10 Nov	Peer learning group one	NAVIGATING YOUR LANDSCAPE Recognise the culture and politics of your workplace and how this will impact and influence your leadership style. Learn how to actively engage with your key stakeholders and how to create an influencing strategy to ensure your personal success is achieved.
11 Nov	WORKSHOP: NAVIGATING	
12 Jan	Peer learning group two	EXECUTIVE PRESENCE AND IMPACT The power of influencing is crucial to any leader. Review and identify the links between impact, authenticity, energy and your professional brand. Build a greater confidence and energetic presence so you can thrive in your workplace.
13 Jan	WORKSHOP: EXECUTIVE	
15 Mar	Peer learning group three	TAKING YOUR CAREER FORWARD Explore how to create value and initiate business change by being a disruptor. Build the confidence and resilience you need to be a successful influencer and innovator through real-world insights, tools and techniques.
16 Mar	WORKSHOP: COURAGE	
20 Apr	WORKSHOP: GOALS	INTEGRATION Bring your learning journey to a close with a day of reflection and visualisation of your future. With the support of your peer network you will explore what you have learnt over the past 6 months, what actions you have already taken which demonstrate your definition of leadership, and develop your post-WiL goals.
20 Apr	Evening graduation reception	

Who is WIL for?

WIL supports women working across practice, industry and public sector who are aiming for senior management, partner or board roles. The programme has a strong personal development focus, and seeks to refine and craft the participant's individual leadership style.

We limit the cohort size, to create a rich, diverse and focused group of leaders willing and able to make a significant investment in their own – and their peers' – learning and development.

‘I have found the mentoring to be extremely beneficial and have taken the opportunity to use this to maximum effect and kick-start my search for a board role.’

PROGRAMME FEES

Full package: £7,250 per person
(excludes VAT)

Is WIL for you?
Get in touch to find out more:

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Jo Clube,
Group Legal Entity Director,
Aviva plc



Employer sponsorship

**DO YOU KNOW A COLLEAGUE
WITH POTENTIAL? FIND OUT
MORE ABOUT SPONSORING
THEM THROUGH WIL.**

Sponsorship gives you the chance to network with other companies, peers, mentors, alumni and delegates.

Develop the next generation of female leaders and play your role in creating greater gender diversity in the future leadership landscape.

CONTACT US

**Find out more about
the programme:**

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WIL ALUMNI

Leaders from these organisations have already embarked on a journey with us - and emerged even more successful

Associated
British Foods
plc


AVIVA

 BARCLAYS

BT 


the card in your corner™

Innovise

HABERMAN ILETT
LLP
CONFLICT-FREE EXPERTISE

WORLDFIRST

 GKN AEROSPACE


plusnet
We'll do you proud

There are over 1.8m chartered accountants and students around the world – talented, ethical and committed professionals who use their expertise to ensure we have a successful and sustainable future.

Over 181,500 of these are ICAEW Chartered Accountants and students. We train, develop and support each one of them so that they have the knowledge and values to help build local and global economies that are sustainable, accountable and fair.

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