



Leadership Development Programmes for Women Step Forward © The Engagement Learning Model

**Designed for high performing women in leadership
roles or aspiring to leadership roles in professional services firms.**

*Internationally renowned and delivered to international organizations
in over twenty countries worldwide and to over 1,000 women*

So what do the Programmes Deliver?

Integrated programmes where international research and exceptional coaching combine to give your women personalised support, academic rigour and challenge.

Plenary sessions* give your women the opportunity to work with other highly motivated women in your organisation, expanding their network, providing information and setting the context for the group coaching work.

The group coaching sessions use the situations the women are facing in their working life rather than artificial case studies. This means that the work done is practical and has immediate value for both the women and the organisation.

Each coaching group consists of five or six women and a highly experienced group coach. The groups are carefully put together to mix the profiles in the most helpful way for the organization. These groups are designed to help your women explore the key opportunities and issues that they are facing at work with the support and challenge of the coach and learning from the perspective of the other women.

This means that the groups are able to provide the women with external expertise, knowledge and experience focussed on their opportunities and challenges. They will be given bespoke tools and techniques and helped to formulate a practical action plan.

Our experience over the decade we have been working in this way is that these coaching groups form close bonds and participants work to support and challenge each other outside the formal programme sessions and after the programme has finished.

Our work is truly international. We design and run programmes for women from all parts of the world.

*Subject matter for the plenary sessions is agreed with our clients and is drawn from a number of topics including Networking, Business Development, Resilience, Building Confidence and Politics.



Who runs the Programmes?

The programmes are led by one or more of the highly experienced group coaches from atd partners who bring the atd partners' materials and experience accumulated from a wide pool of similar programmes held over the last ten years or so. Each coach combines significant business experience with deep psychological expertise. The coaches' profiles can be seen at www.atdpartners.co.uk

The atd partners team is led by Alison Temperley, one of the leading experts in women's development programmes in the United Kingdom and author of Inside Knowledge: How Women Can Thrive in Professional Service Firms.

How are the Programmes delivered?

The programmes are designed as a series of interlinking sessions to:

- Understand current research on what helps women flourish in organisations**
- Examine their networks and how they can use them most effectively**
- Enhance their brand - what do people say about them when they are not in the room?**
- Group coaching sessions to explore their opportunities and challenges in depth**
- Networking to ensure that they expand their network beyond their current contacts**

A typical programme will run for six months beginning with a one-day event followed by four to six separate group coaching sessions and ending with a closing event.

What is the Cost of a Programme?

The Programmes are designed to fit specific client requirements and costs therefore vary from programme to programme. We are happy to discuss indicative costs with you at an early stage to ensure we can meet your financial requirements.

Comments from past participants...

"The programme helped me reinvigorate my leadership journey and take positive actions to ensure I am the best candidate for my next role. I have actively requested feedback and am working on my action plan."

"The small group sessions were a particular highlight for me. They made the learning practical, leveraging shared experiences and learning from our differences."

"The programme has really helped me think about my career in a more conscious and strategic way."

"The programme is practical and has been hugely relevant for my current role and the one I want to have."

"I appreciated the networking and discussing similar challenges. I was surprised at how much we had in common despite our varied backgrounds."

"The coaching gave me the time and resources to evaluate where I am, where I want to go and what I need to do about it. It also made me think about who I will need to support me."

"I came away with a massive sense of relief that I wasn't alone and that many others had the same aspirations and challenges and that there are things I can do that will make a large amount of difference to my career without a huge amount of effort."