



Women in Leadership *Programme*

An accredited level 3 & 5 programme to support the continued development of female leaders in your organisation, building a fairer, more equitable and inclusive business.

Context – Why a gender specific programme?

Women-only leadership support and development programmes are not a new thing, but with progress in achieving equal gender representation in leadership positions being slow, perhaps we need to revisit their potential to make a difference?

Having a women-only programme creates a safe environment for those who are keen to grow in confidence or who are naturally more introverted, but who will still make fantastic leaders.

In 2020, only 5% of FTSE 100 CEOs are women, which means 95% are male. The FTSE 250 is even further behind, with only five women CEOs.

There are 100 girls born for every 107 boys.

Research by The Pipeline also found that FTSE companies who have more than 33 per cent female executives have a net profit margin over **ten times greater** than those companies with no women at this level.

This equates to the UK economy and shareholders losing out on an additional £47 billion in pre-tax profit.

Diversity is not just the right thing to do but it makes sound commercial sense as well.



61%

of women feel there are less females in senior roles due to career disruption from maternity leave and childcare



71%

Believe it is caused by unconscious bias from management



28%

of working women feel like imposter syndrome has stopped them speaking in a meeting.

Forward

“The WiL Programme allows organisations to focus together on the strengths of having women's voices at every level of an organisation by building confidence and opportunity to become an inspirational leader without compromise whilst building the accredited skills in their leadership through the CMI programme”



There's something to be said for the effects of more women in leadership positions. In fact, according to a Morgan Stanley report,:

"more gender diversity, particularly in corporate settings, can translate to increased productivity, greater innovation, better products, better decision-making, and higher employee retention and satisfaction."

Despite the observed benefits, however, company leadership around the world remains unbalanced, with women accounting for less than a quarter of management positions globally. The disparity is even greater when it comes to higher-level management positions.

24/7 Wall St. analysed data compiled by the research group LedBetter discovered that, of the 234 companies that own almost 2,000 of the world's most recognised consumer brands, only 14 of the companies had a female CEO, while nine of them had no women at all serving in executive positions or on their boards.

The British government are also backing the shift and in 2019 stated that half of all FTSE 100 executive level appointments in 2020 must be women in order to achieve a target of 33% for female representation across boards in the index.

Whilst there is a huge amount of work to do in organisations to achieve equality of outcome and opportunity, supporting leaders who identify as female to feel confident is of the utmost importance.



Aim of the programme

We work to enable organisations to be fairer, more representative and stronger through diversity.

The “WiL” Programme allows organisations to focus together on the strengths of having women's voices at every level of an organisation by building confidence and opportunity to become an inspirational leader without compromise.

Designed for a cohort of between 8-25 leaders who identify as female and are looking to make a difference to the organisation and themselves.

We will be:

- Exploring the challenges for women in leadership in the 2020's
- Strengthen the balance between the needs of the self and the needs of the organisation
- Building networks of support and development
- Enrich skills in leadership, team management, negotiation & relational decision making
- Experience a key note with Q&A with a successful woman in leadership
- Continual support & networking



Who is it for?

Leaders and aspiring leaders who identify as female and are looking to make a difference to the organisation and themselves:



Senior Leaders

Senior leaders, established and those aiming to become them, should have already achieved the level 3 CMI (or accredited equivalent) and be passionate about self development as a woman in leadership.



Existing Leaders

Leaders with experience and a strong background who are looking to bolster their knowledge, skills and behaviours and be keen to reflect on their own career trajectory and understand what it means to be a woman in leadership



Aspiring Leaders

The challenges faced by women to breakthrough to leadership roles are well documented, and this is the opportunity to earmark, develop and invest in your high performing / high potential next generation of leaders who can learn from those more senior and demonstrate their skills.

Course Overview

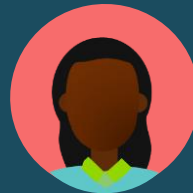
What will people be doing?

From the start of the first module, participants will be immersed in the learning experience.

We will delve into the unique challenges women face in the leadership space, and deploy all of these learning touchpoints to develop confidence, skills, behaviours and personal development that works for the participant.



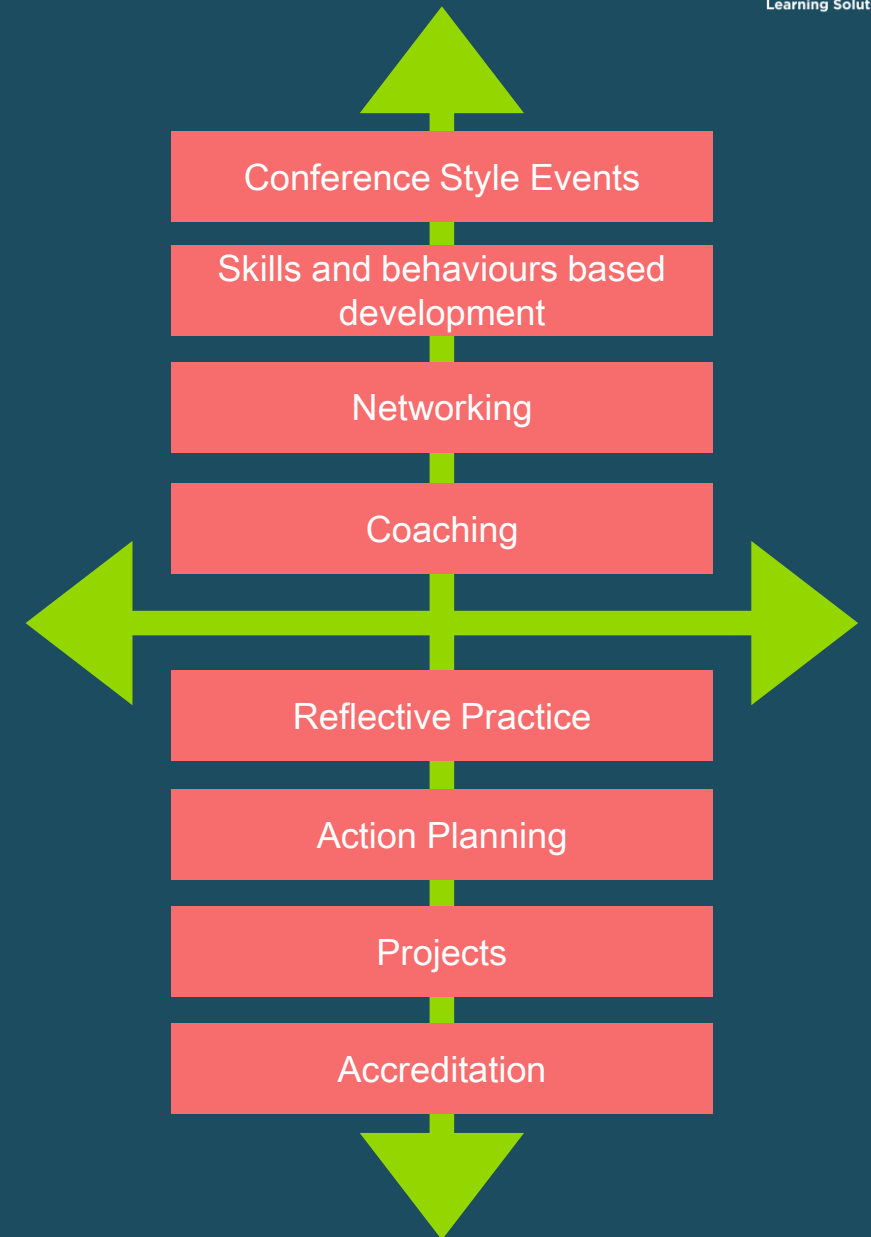
There is a cohort for 8 or more entry and aspiring leaders who will undertake a Level 3 qualification



There is a cohort of 8 more experienced and senior leaders who will undertake a Level 5 qualification

Are they on one programme?

Depending on cohort size, but study “course material” separately for the best experience. They will potentially come together throughout the programme for the non-qualification modules to share experience and learn from one another.



About the qualification

What is the CMI?

Our practical qualifications are ideal for managers and leaders at any level, and the CMI remain the only Awarding Body able to award Chartered Manager status - the ultimate management accolade. But whatever qualification you choose all of them will be highly valued by employers, and boost your career prospects.

When you develop your management skills with CMI you start a journey that will help you become better at what you do and increase your daily job satisfaction through more confident decision making and better results.

Our qualifications are internationally recognized in over 60 countries world-wide. Achieving a level 3 qualification entitles you to apply for the Associate of the CMI – ACMI status and achieving a level 5 qualification entitles you to apply for the esteemed Fellow of the CMI accreditation.

Working with our subject matter experts and Tutors with years of experience across sectors, our Coaches will embed new substantial learning across each module of the qualification by multiple touch points across the content, helping course delegates to achieve fluency in the content and the development of their knowledge, skills and behaviours. Our difference is we do not leave our Learners unsupported throughout their journey.

Why is there two qualifications or more?

Its about choice and to reflect the achievements the participants already have. Whilst the challenges faced by women are similar, they will be overcome in different ways. That's why we offer this programme as a consistent journey, but for different levels, studying at different depths.

Benefits of the programme



What will she get out of it?



A stronger and more diverse leadership team who deliver results



Blended participation through the year



Accreditation to the highest standards in the industry

By combining certified study, reflective practice and modules that drive real change and personal growth, leaders will be developed, engaged and focused on what they want to get out of their leadership career on her own terms.

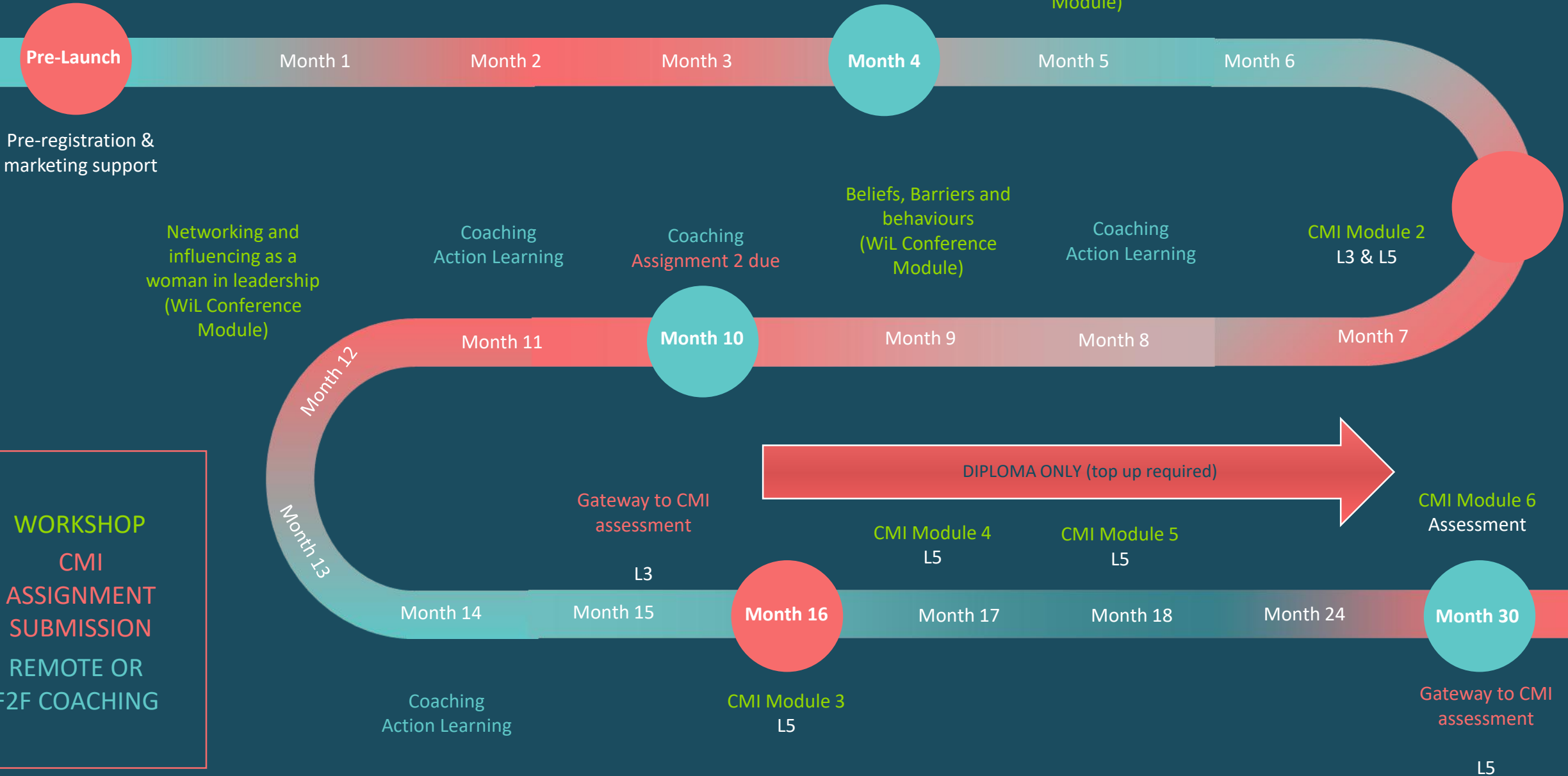
We will explore the foundation of leadership, but also personal growth, resilience, influencing and many more skills, behaviors and insights into the unique role women play in leadership.

In 2019, 29% of senior management roles are held by women, the highest number ever on record. But you just have to look around to see there is much work to do. Equitable leadership brings benefits that end in increased performance, sales and culture. This programme will support women in leadership and set them up for success in your organisations.

This programme allows you to bring together women on different journeys, developmentally, professionally and personally to help each participant know what type of leader they want to be by learning from influencers in your own organisation.

With our support, Women in Leadership participants get to study for their CMI certifications or diplomas. This, coupled with the reflective, collaborative and engaging WiL content, gives a balanced, impactful course that is recognised with a qualification.

Course Timetable



“Workshops”

Why two separate cohorts?

We recognise that our clients’ leadership isn’t just about the entry level, so this programme offers two streams.

More senior leaders (who have completed the level 3 CMI or equivalent already) will require a deeper level of development and options to undertake a diploma.

Why bring the groups together?

A women in leadership programme is about collaboration, discussion and shared experience. We will run highly facilitated, expert sessions that challenge and support leaders and this works best when we bring together leaders from across the different levels, to reinforce, inspire and share insight into what leadership means for a woman.

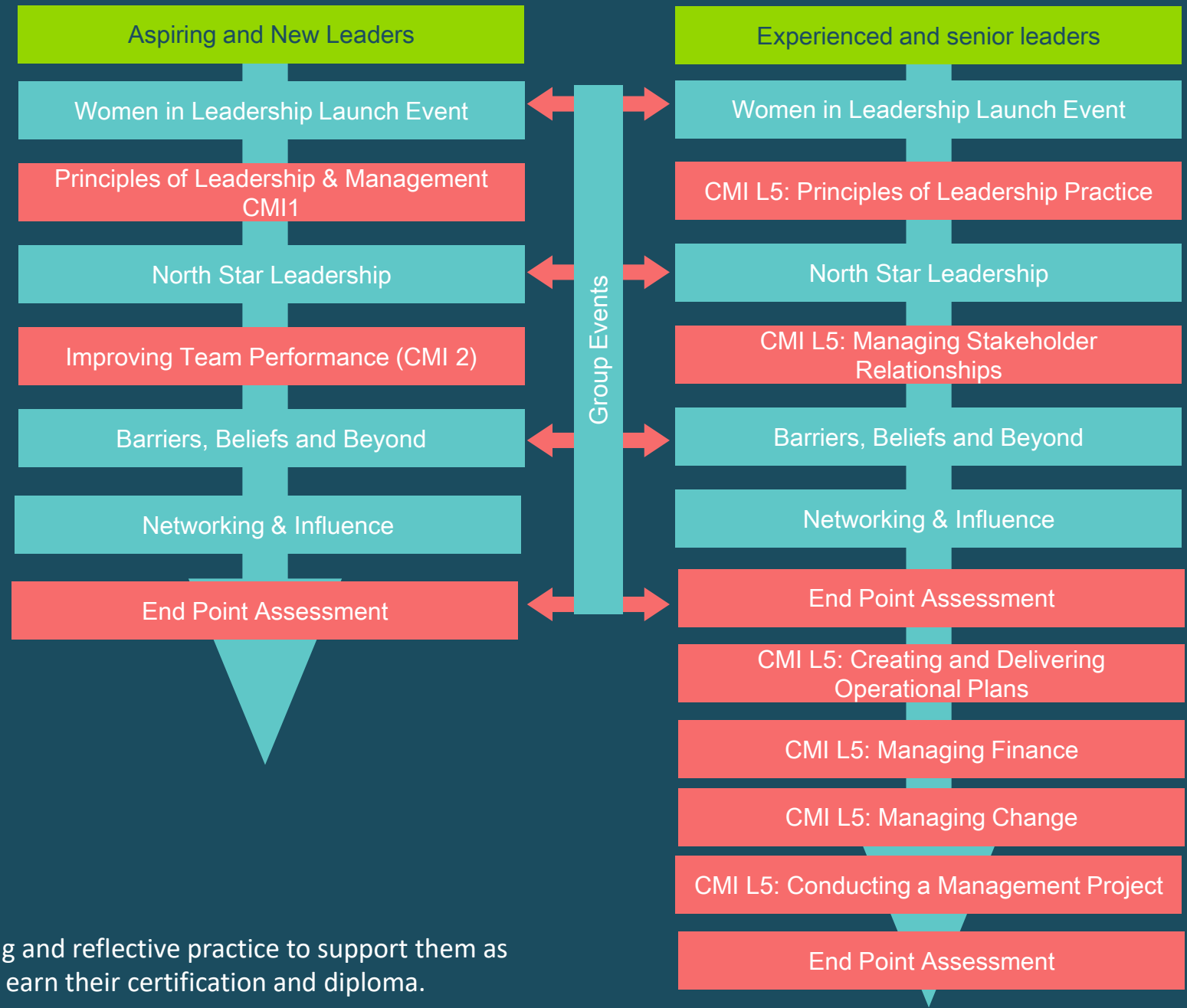
How long will this run for?

The level 3, will run for approximately 18 months.

The level 5 for senior women leaders, 18 months (cert) or 24 – 30 months depending on whether they chose to undertake the additional funded diploma option. Top up fee depends on modules chosen and numbers provided by Employer.

But wait.... There’s more....

The participants will also benefit from regular coaching and reflective practice to support them as women leaders, discuss challenges and apply them to earn their certification and diploma.



Launch Event

A collaborative, energetic event where everyone is introduced and set up to feel supported and excited for the programme ahead. Each participant leaves knowing what they will gain and feeling confident that their own personal objectives will be met and what they can achieve on this accredited programme.

We will:

- Invite leaders from your own organisation to speak about the importance of this programme from any gender
- Introduce the course and set expectations
- Encourage networking, a key element of this course
- Introduce the wider topic and why the programme exists
- Review the requirements of the course and brief participants on the opportunity to achieve a recognised qualification
- Welcome a guest speaker to talk about the challenges they have overcome in the world of leadership as a woman
- Set the agenda for the following sessions and set up action learning groups



Developing Reflective Learning as a skill

As part of the women in leadership programme, she will be asked to identify situations she would've encountered in her work or personal life that she believes could have been dealt with more effectively. The personal and professional are explored and reflected upon in this course.

Examples of what the participant will be asked to reflect on are categorised here and discussed through action learning and reflective practice.

Describe the experience

- What happened?
- When and where did the situation occur?
- What was **your** direct input?
- Any other thoughts **you** have about the situation?

Reflection

- How did **you** behave?
- What thoughts did **you** have?
- How did it make **you** feel?
- Were there other factors that influenced the situation?
- What have **you** learned from the experience?

Theorising

- How did the experience match with **your** preconceived ideas, i.e. was the outcome expected or unexpected?
- What behaviours do **you** think might have changed the outcome?

Experimentation

- Is there anything **you** could've done differently to change the outcome?
- What action(s) can **you** take to change similar reactions in the future?
- What behaviours or strategies might **you** try out next time?

Assessment Path

1

On Programme Learning delivered by approved provider

- Apprentice supported by her **industry experienced Personal Coach**
- All apprenticeships are a minimum of 12 months
- Apprentice **undertakes study** of relevant qualifications with qualified and accredited Tutor and collects evidence for portfolio

2

Gateway to End Point Assessment

- Intense period of **support and guidance** by **Personal Coach** to check competence
- Joint agreement between Coach, Line Manager & apprentice of **readiness for End Point Assessment**
- All **exams completed**
- **Portfolio Preparation** for End Point Assessment (Chartered Management Institute)

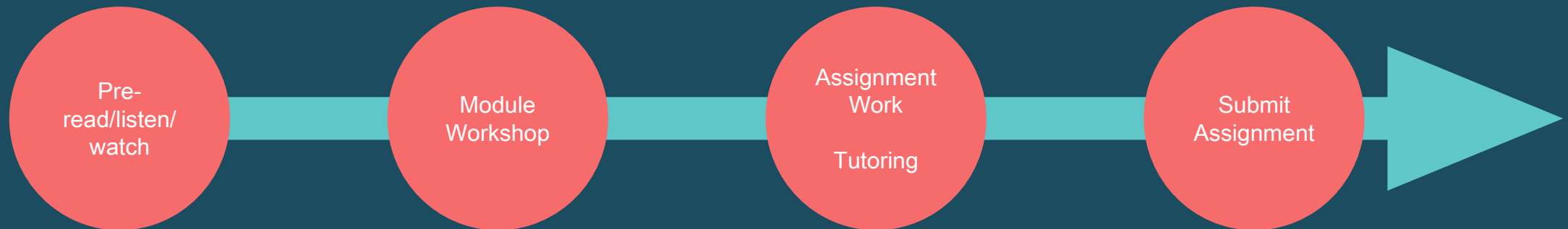
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End Point Assessment

- ‘Synoptic’ **assessment of competence** in her role (see next page for detailed breakdown of the requirements)
- Pass / Fail / Distinction
- **Independent assessment** organisation

Assignments

There is a professional technical element as part of the course. Each module is designed to be aligned to these standards and delivery is normally delivered and measured in 4 steps:



End Point Assessment

End point assessment is formed of several elements at Level 3 & 5, all of which must be passed to achieve the overall apprenticeship. The components required to unlock EPA are as follows:

- Each qualification module assignment must be passed.
- A **portfolio of evidence** covering knowledge skills and behaviours of the standard must be presented for assessment.
- **Project work** – the learner must complete a work-based project, sponsored by their employer which provides a genuine solution to a business need. This must follow the project management lifecycle and its phases and contain a narrative of the project, any project management tools and techniques used and a summary and conclusion of the project. This must be accompanied by a PowerPoint presentation the Apprentice will present as part of the end point assessment live interview.
(Level 5 only)
- **Knowledge test** – this is a 50-question multiple choice exam which tests the learner's knowledge. The pass mark is 50%, a merit is 60% or distinction 70%. At present, all our Learners have achieved knowledge test pass marks at distinction grade. This unlocks the live assessment when passed.
- **Live assessment** – this is a series of structured discussions and interviews based around the contents of the portfolio, the answers in written assignments and the information contained and presented in the project. There are also 2 questions on CPD as there is an expectation that all apprentices will capture their development activities during the course and populated a CPD log throughout.
- ***At level 5 you will need to present a short PowerPoint of your chosen project and will be given additional questions around the project.***

Example of assessment map for Level 3

Portfolio

- Compiled during on-programme learning phase with showcase portfolio being created after Gateway
- Equates to 20% of final mark
- Will contain work based evidence that synoptically demonstrates the application of the knowledge, skills and behaviours as defined in the Standard
- Use of audio and video evidence is encouraged to show 'real time' demonstration of knowledge, skills and behaviours

Structured Interview

Competency based questions

Approx. 1 hr conducted by the Independent end point assessment organisation (IEPAO)

Equates to 30% of final mark

The interview will look to assess knowledge and application of learning in relation to competencies: leading people, managing people, building relationships, communication, operational management, project management, finance

Presentation

- This will involve the CMI issuing a topic 2 weeks in advance of the live assessment date.
- The presentation must include evidence of knowledge of the competencies.
- Equates to 30% of final mark

Professional Discussion

- Looks to explore Continuous professional development activities, training and personal development activities and how learning was applied to the role and workplace
- Equates to 20% of final mark

Expectations

To provide the Learner with **technical training** and the **exam preparation** support necessary to achieve the Professional Qualification

Tutor

Treat your Coach & fellow participants with **professional** and personal **respect**

Fully commit to your learning, you'll get out what you put in

Take **ownership** of your learning – keep your 20% log, completing exams & assignments

Seek feedback and **reflect** on your learning and progress against the learning outcomes

Learner

**Line
Manager**

Support & encourage the Learner
Provide access to workplace experiences
Fully support study leave
Work with the Learner and Coach to track progress

Coach

To provide the Learner with **Coaching**, **Portfolio Guidance** and **support** the apprentice to seek opportunities in the workplace necessary to achieve the Learning Outcomes

Investment Options

1 Closed Programme Level 3

Levy Funding Per Person	£4,500
Additional 'Top Up' Per Person	£750
Minimum Attendees	25
Bespoking Available	Yes*
Delivery Method	In-Person or Virtually**

2 Open Programme Level 3

Levy Funding Per Person	£4,500
Additional 'Top Up' Per Person	£1,200
Minimum Attendees	5
Bespoking Available	No
Delivery Method	Virtually

All prices excludes VAT & Expenses

*The sessions that are able to be bespoke are the WiL specific sessions

**In-Person will be required to align to UK social distancing guidelines

Investment Options

1 Closed Programme Level 5

Levy Funding Per Person	£7,000
Additional 'Top Up' Per Person	£750
Minimum Attendees	25
Bespoking Available	Yes*
Delivery Method	In-Person or Virtually**

2 Open Programme Level 5

Levy Funding Per Person	£7,000
Additional 'Top Up' Per Person	£1,200
Minimum Attendees	5
Bespoking Available	No
Delivery Method	Virtually

All prices excludes VAT & Expenses

*The sessions that are able to be bespoke are the WiL specific sessions

**In-Person will be required to align to UK social distancing guidelines

Contact Us



Carolyn Blunt

Business Development Director

Demonstrating unparalleled leadership, insight and experience, Carolyn will provide you with the information, expertise and understanding to help set your goals and expectations and ultimately meet them.



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