

## Women and Breakthrough Leadership

Although women are now more visible in public leadership, women are still under-represented in the highest echelons of leadership. As this catalogue goes to print, women now hold 10 of the 37 most senior positions in Whitehall and 28% of Chief Executives of local council in England are women.

This intensive and interactive programme will be facilitated by a woman who has a track record of achievement in public leadership. It is designed to analyse challenges and offer delegates a platform to develop their own approaches in public leadership.

### Aim

To provide participants with a clear understanding of:

1. Leadership and gender: stereotypes and realities
2. Identifying and dealing with issues and barriers to advancement faced by women in the workplace
3. Recognising and dealing with common mistakes and traps faced by women
4. Developing leadership skills and qualities, such as emotional intelligence, building assertiveness and developing resilience
5. Networks, support mechanisms and managing work-life balance

## Methodology

The training approach to be used, which governs the design and delivery of the training is based on the following principles:

- To actively involve the participants throughout the training
- To enable participants to share their thoughts and enquiries
- The training is designed based on the needs and expectations of the participants that are reflected in the pre-training questionnaire

## Workshop methods and tools

In order to achieve the objectives of the training, the following tools and methods will be utilised:

- **Presentations:** presentations will be used in order to provide the background of each subject and create discussion and questions.
- **Discussions:** throughout the training, participants will be encouraged to contribute to discussions and share their experiences and thoughts with the rest of the group. The discussions will be facilitated and coordinated by the facilitator in order to maintain the focus in the key areas of interest
- **Case studies:** case studies will be used so as to facilitate and trigger discussion, as well as allow external benchmarking so as to achieve competitiveness
- **Group work:** group work will be used in order to facilitate practical understanding of the issues and in order to enhance team working, team building and cooperation amongst participants

## Sample programme

- 10.00 Welcome and introductions
- What are participants' aims?
  - Proposed agenda to meet those aims

### **Leadership and gender**

- What are the personal experiences of participants?
- What does the research tell us? We will look at recent findings from the Hay Group and Opportunity Now, among others

Break

### **Leading in public service**

- Leading in public service
- Four leadership perspectives: the work; the people; yourself; change
- Things to do and things to avoid

### **Building great relationships**

- Understanding other perspectives
- Being your best "you"
- Adapting your style and language to make the most of your relationships: MBTI
- Some important skills

12.30 – 13:30 Lunch

### **Building great relationships (cont.)**

#### **Breaking through**

- It starts now with you
- Your brand/your story

- Your organisation's needs
- Shifts

### **Convincing a panel: hints and tips**

- What do selection and promotion panels look for and how do they work?
- Good and poor candidate practice (application forms, preparation, presentation and interview technique)
- Practical work and Q and A to give participants a greater understanding of themselves as candidates

### **Next steps**

- Networks, support mechanisms and managing work-life balance
- Action planning

16.00      Close

## **Outcome**

Learning from peers who are in similar position, delegates will be able to tackle stereotypes and invisible barriers to women's advancement on the career ladder. Delegates will also have a new appreciation of themselves as leaders and managers, a greater understanding of themselves as prospective candidates for career change and new insights into the ways selection and promotion panels work.

## Reviews

*“It was excellent. Small number allows maximum facilitation.”*

Director of Public Affairs, Advertising Association

*“This is a really good course it stands and has a great facilitator.”*

Team Leader, Department for Education

*“Brilliant trainer – very welcoming and made me feel at ease and confident in sharing sensitive information.”*

Deputy Director, Department of Health

*“Excellent practical examples of what “leadership” means in practice.”*

Committee Services Manager, Greater London Authority

*“The small numbers in group is great as it allows more time to suit individual needs.”*

Head of HR, New Forest District Council

## **Meet your trainer**

### **Giorgina Soane**

Working at the centre of UK Government for over 30 years, Giorgina has deep and practical experience of Civil Service improvement and transformation strategies especially departmental Policy Reviews, Efficiency Reviews and Capability Reviews; organisation-wide and personal performance management; and leadership development and talent management.

Giorgina has operational implementation experience and expertise in leadership development and talent management. She developed and led the High Potential Development Scheme, the Director General and Permanent Secretary development programmes and the Top 200 induction programme. She supported the annual Civil Service talent management review reporting to the Cabinet Secretary. She set up internal cross departmental mobility channels for senior staff and those in the talent pipeline. She also majored on bringing on diverse talent through Pathways>Leaders Unlimited; the Disability Bursary Scheme; and Elevator Partnerships and Flexi-Exec for women. She supported the bringing in agenda to encourage private sector staff to join the public sector.

As well as working at the centre of government, Giorgina has local delivery experience. In the Crown Prosecution Service, Giorgina was Head of HR strategy, organisational development and change management; leadership, learning and development; and recruitment/progression including talent management and graduate and senior appointments which processes she and her team transformed. Her work on CPS senior recruitment transformed the diversity of the CPS top team. She led the 2010 downsizing of the CPS senior administrative team achieving the government targets for CPS.

Giorgina is an accredited Myers Briggs facilitator and coach, and she was previously a member of the Department for Environment, Food and Rural Affairs Leadership Development Board; and formerly a Trustee of a charity supporting work life balance. She is an adviser to Race For Opportunity.