



Future Female Leaders

Development programme

The purpose of the programme

It has been widely recognised that women are under-represented in science in general, and in its leadership roles in particular. Part of the reason for this is the difficulty many women have in entering and navigating a male dominated culture. The low numbers of women in leadership roles can contribute to this culture, and also make it harder for aspiring female leaders to identify role models to follow.

In order to succeed in this environment, women need to be confident and assertive, as well as possess a range of skills to manage other people and play the political game successfully. The purpose of this programme is to develop the leadership skills, capability and confidence of aspiring women leaders at [client name redacted] so that they can flourish as leaders today, and provide superb role models for women in science in the future.

It will help them achieve:

- Increased assertiveness and confidence
- Ability to navigate the political landscape
- Ability to think more strategically
- Confidence to tackle difficult issues with their manager and / or colleagues
- Improved communications
- Increased presence in the workplace.
- Enthusiasm to take on more responsibilities
- More focus

The programme will cover three key areas:

1. Increasing personal impact
2. Leadership & Management
3. Strategy, power and politics

At the end of each session individuals will be given tasks that enable them to apply their learning. Additionally, they will be expected to complete an Action Plan to ensure they use some of the tools and techniques we study to support them in their work. It will be helpful if they have a mentor they can discuss their Action Plans and their learning with though this may be something that develops over time at [client name redacted].

Section 1. Increasing personal impact

The primary purpose of this section is to help staff to:

Enable them to increase their visibility and operate more confidently within a male environment.

The session will cover:

1. Increasing personal impact
2. Enhancing visibility and voice

3. Identifying preferred influencing style and how to adapt it (*questionnaire completed before the course*)
4. Communicating assertively
5. Five communication styles and how to spot and use each one
6. Handling conflict confidently
7. Tackling tricky conversations

Section 2. Leading and managing your team

The primary purpose of this section is to help staff to:

Develop leadership and management practices that fit with their personal preferences and the team they're working with to achieve objectives.

The sessions will cover:

1. Engagement science – understanding engagement of teams and motivating individuals within teams
2. Leadership behaviours, skills and knowledge
3. Leading in a man's world – identify the areas where women traditionally lack power as leaders and learn how to overcome common obstacles to success
4. Management – what does it mean and how do we do it?
5. Setting objectives within a flexible research-orientated culture
6. Developing an adaptive leadership style

Section 3 – Strategy, politics and resilience

The primary purpose of this section is to help staff to:

Identify the power networks, navigate the political landscape and build networks that support and help them move forward as women leaders in the future.

The sessions will cover:

1. Strategic thinking and planning
2. Seeing the bigger picture
3. Power and politics
4. Understanding the political landscape and how to influence it
5. Increasing your personal profile in the work environment
6. Building networks, coalitions and support processes
7. Developing personal resilience

It is anticipated that this programme will take place over three sessions, spaced approximately two months apart. Each session would be four hours long.