

Women in Leadership: Tackling Progression

This programme is designed to focus on the challenges faced by senior women in leadership roles in particular, the issues surrounding female leaders as they progress through their career. It offers attendees an exclusive environment to reflect on the challenges women face today and a space for them to discuss the reality and adaptability of these.

The event will be held at St George's House, Windsor Castle. All attendees, Chair, Facilitators and speakers will be female to facilitate the openness required for the Programme.

Programme overview

The programme will provide the opportunity to:

- Draw on the Trust's open forum style that enables people to learn from one another in a safe and confidential environment
- Focus on interaction between people at the same level, from different organisations and diverse sectors.
- Discuss lessons learnt and cross-sector similarities between the private, public and voluntary organisations over the past few years, and moving forward.
- Take formal thinking time away from the workplace, to enable people to think about themselves as a leader, and their role within their organisation and society.
- Find space to discuss and reflect on the difficult leadership challenges that come with leading out of one's comfort zone, and the complexity of difficult decision-making.
- Renew confidence and energy, and commit to delivering one's current and future leadership roles.
- Expand a network of contacts for the long-term, with a set of individuals at similar stages of their leadership journey.

Issues for Discussion

- Throughout the programme, participants may discuss issues such as:
- The skills and benefits that senior women uniquely bring to an organisation, e.g. emotional intelligence, a different type of leadership style which is often perceived as more inclusive and open.
- Preparing to progress within a male dominated organisation.
- Handling the concerns involved with going for promotion(s).
- Fighting the fear or reality of male prejudice/traditions.
- Handling cultural differences that directly affect women.
- Promoting the benefits of technology and feeling confident using these, e.g. working from home.
- Encouraging women to take on more non-executive roles. Putting them in a better place to take on these roles.
- Possible actions for organisations to sustain their women leaders, e.g. parental leave, part-time policies.
- The key reasons women leaders remain at their current level or feel the need to move to another organisation, e.g. lack of role models, exclusion from informal networks.
- Helping organisations to unlock the full potential of their women leaders.

Learning Experience

The programme will include two external speakers each of whom will provide a different perspective on the challenges women leaders face tackling progression, as well as in-depth discussions in small syndicates on individuals' leadership challenges.

Discussion in smaller syndicates is particularly important, as participants will be expected to share personal and sometimes sensitive information, and given the short duration of the programme, experience suggests it is easier to initiate open and honest debate in a smaller group. These groups will act as a sounding board to help one another find answers to difficult issues where there may be no right or wrong solution. Each group will have an experienced facilitator.

Attendance Level

This programme is designed for women leaders who are directly responsible for key departmental and managerial decision making and who have responsibility for strategic, as well as operational, decisions. Their leadership remit will increasingly span broader areas of the organisation's business.

Location and overview

The Programme will be held at St George's House within Windsor Castle. Its unique setting offers a truly reflective and safe environment, perfectly suited to open and progressive discussion. The programme is a two day fully residential programme and there are two programmes a year.

Endorsements

“The power of conversation to develop career and personal insights became alive throughout the programme. This programme is unlike no other I have attended as participants party drive the agenda, as their career and life issues of are addressed hands on. Additionally, it was inspiring to learn and share with such an interesting and accomplished group of women.”

Director, Head of Business Management, Global Consultant Relations, Allianz Global Investors

“The Women in Leadership Course provided a truly valuable opportunity to learn about leadership from inspirational women at the very top of their professions and from impressive women on their way. It has given me huge confidence to use who I am to be a better leader”

Head of International Knowledge & Innovation Unit, Department for Business, Innovation & Skills

Further information and application

Please contact enquiries@windsorleadership.org.uk or call 01753 830202