

Gender Diversity Programme

Our programme is designed to be rolled out over your whole business – Regionally, Nationally and Globally – for maximum impact. It can contain various, customised elements, including *Assessment, Workshops, Coaching and Mentoring.*



Our Women in Leadership workshop achieved a Net Promoter Score of 96% for

LinkedIn

NPS

Women in Leadership Workshops

This two-day workshop is incredibly experiential and a fun, dynamic process, designed to break old thinking patterns and create catalytic moments that last. Whilst there are some key themes that are likely to arise during the two days, because the collective intelligence of the women is released, each workshop is unique to the participants.

Objectives

- ▶ Create a **sense of community amongst women leaders** through shared experiences and a sense of belonging
- ▶ Learn how to be **authentic in Leadership and Communication**
- ▶ Understand the **differences between genders** in order to make appropriate choices
- ▶ Gain **clarity on the beliefs and mindset** which will enable maximum success
- ▶ Practice **new behaviours** which help women get off the "sticky floor"
- ▶ Identify areas of a **personal development plan** that can be supported through coaching or mentoring relationships
- ▶ Feel invested in

Topics Covered

The Challenges women face – Sticky Floors versus Glass Ceilings

The metaphor of the Glass Ceiling is well-known and, sadly, well-documented. However, there is also a propensity for women to remain on the Sticky Floor by trying to be too perfect, by taking on too much without boundaries, and by having doubts about their ability to do the next job. We explore strategies that will help to release us from the floor that holds us, enabling our careers to move onwards and upwards.

Covering – what it is and why we do it; learning to be authentic at work

We all have the human need to belong, and yet we also like being with people who are similar to us. We cover in order to fit in, and therefore do not bring our whole selves to work; we are playing a part rather than being congruous and complete. Once we understand this and choose to do something differently, we can liberate others to do the same.

Executive Presence – how to increase our impact

Executive Presence is used by companies as a way of measuring someone's impact and yet it is a phrase that few people truly understand. We demystify this phrase, exploring what it is, how to increase our own, and how to be a woman at work.

Self-Awareness and Belief – rewriting our self-limiting beliefs

The good news is that "it's all in the head"; the bad news is "it's all in the head". Understanding what is there and how this can help or hinder us is a good start. Learning how to continuously catch ourselves doing it right is the next step. Mastery of this process though takes practice. We explore our own self-limiting beliefs, learn to rewrite them and explore strategies for replacing them with beliefs of excellence.

Self-Confidence – what knocks it and how we increase it

Self-confidence, self-worth and self-awareness are key components of emotional intelligence – which is a natural competence for women. Harnessing that power enables women to demonstrate the confidence they deserve to feel, and learn how to express that in verbal and non-verbal ways. This is a light-hearted, playful exploration of how we move and the messages that sends to others.

Communication and Influencing Strategies

We usually only utilise about 20% of our power and influence, sticking to strategies and approaches we know or like, and not understanding why we hit brick walls. We learn how to use a variety of strategies to be most effective. Using a metaphor for influencing helps to anchor the learning, and enables us to realise we have more flexibility and choice than we currently utilise.

The Four Capacities – managing our energy not our time

Imagine having enough time for a satisfactory work/life dynamic rather than a constantly challenging one. Unfortunately, we can't really manage time – it is a constant. But we can manage our response to that time alongside our ability to keep focused on what is important. We explore the physical, mental and emotional capacities we need to deal with our busy lives, and look at how we can regain some control.

Personal Branding

Who we are matters – even more so to women. We need to cut through the noise and be clear on what we stand for, both within our organisational culture and our lives, and ensure we are remaining congruent with our behaviours. Using some insights from thought leaders, we create a foundation for this thinking.

Relationship Networking for maximum impact

It is often surprising to discover that people who are important to the success of our team goals and performance are disconnected from us. We learn how to map and target those relationships that will create maximum success for our teams and our careers. We prioritise key actions against stakeholders with the intent of building long-term sustainable relationships.



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Women leave this event inspired to be the best version of themselves for their teams, organisations and in life. They are also equipped with the most up-to-date insights, skills and tools to progress their careers with confidence. To give your Women in Leadership the edge and to experience the benefits of Gender Diversity in your business, contact us today by calling **Nikki Watkins** on + 44 7801 470003 or emailing her at **nikki@tyche.consulting** to discuss how we can help. More information on our website **tyche.consulting**