

DEVELOPING WOMEN LEADERS PROGRAMME



Getting the Diversity Dividend

A programme designed to harness the benefits that gender diversity in leadership brings to organisational performance by developing women leaders, equipped to lead 21st century organisations.

Why the need for more women leaders?

Mounting evidence demonstrates that organisations with gender balanced leadership up to and including Board level, perform better by a variety of metrics including profitability.

LeaderShape Global's research¹ using the LEIPA® Performance Accelerator tool shows that women perform closer to desired than men in 15 of the 19 Emotional Intelligence competencies identified as necessary for great leadership in the 21st century. These include those that help organisations build collaboration, understand their clients, adapt to new markets and build a self-developing, performing culture.

¹ Young, G. (2016). Transpersonal leadership series: White paper two: Women, naturally better leaders for the 21st century. Published by Routledge.

AREAS WHERE WOMEN FARED BETTER:



- SERVICE ORIENTATION
- DEVELOPING OTHERS
- CHANGE CATALYST
- TRANSPARENCY
- EMPATHY
- INSPIRATIONAL LEADERSHIP



AREAS WHERE MEN FARED BETTER:

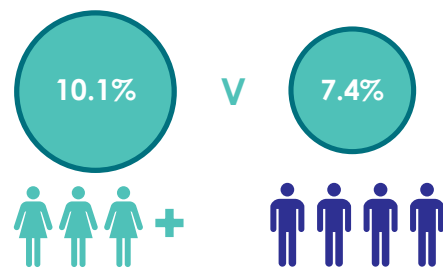
- EMOTIONAL SELF-CONTROL
- SELF-CONFIDENCE
- ACCURATE SELF-ASSESSMENT



There is an increasing body of evidence that gender diversity is financially beneficial. Below are some recent statistics.

Global companies with **STRONG FEMALE LEADERSHIP** (3 OR MORE women on the board) enjoyed an **INCREASED RETURN ON EQUITY (ROE)** per year compared to those without.

Source: 2015-2016. MSCI ESG Research

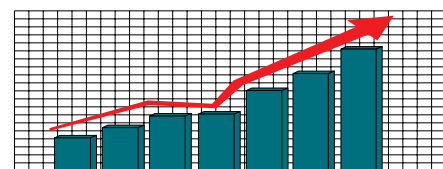


FINANCIAL GAINS are not only associated with the proportion of female board members BUT also with the proportion of **FEMALE EXECUTIVES**.

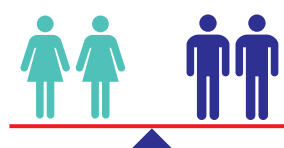
Source: 2016 PII

PROFIT INCREASE

For every **10%** improvement in gender diversity there is **2-4%** increase in profits.



Source: 2015 McKinsey : Diversity Matters



Mixed-gender boards **OUTPERFORM** all-male boards. (McKinsey 2012b)

How will the programme benefit you and your business?

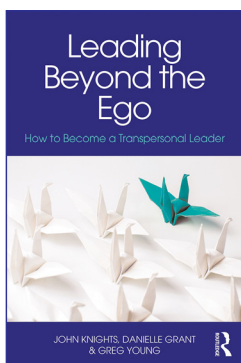
It is not enough to develop women leaders. As business leaders we recognise that behind it all there needs to be some way of capturing the difference in thinking that gender balanced organisations bring.

Benefits to you:

- Develops proficiency in different leadership styles.
- Builds self-confidence and self-management.
- Provides strategies for leading sideways and upwards.
- Connects decision making with personal values.
- Provides a path for career development.

Benefits to your organisation:

- Promotes gender balance.
- Facilitates engagement with male colleagues.
- Builds a strong pipeline of women leaders.
- Leads to improved organisational performance.
- Equips the organisation to adapt better to 21st century disruptors.



What's the programme like?

The programme is based on the Transpersonal Leadership development journey² developing participants to lead beyond the ego to draw on radical thinking while being ethical and authentic, creating performance enhancing, sustainable cultures. It's a state of the art blended design, based on neuroscience and refined through research combined with over 15 years' experience with clients. It ensures effective use of time while generating high impact and accelerated learning suiting the broadest range of learning preferences. The 6 month programme includes:

Key features

- A blended programme of masterclasses, ALIVE[®] online learning resources and work based learning that will include:
 - * Emotional Intelligence, leadership styles and performance enhancing culture development
 - * Values, ethics, judgement & decision making
 - * Communication styles
 - * Influence and leading sideways and upwards
 - * Values and decision making.
- 1:1 coaching.
- Action learning sets.
- Individual and group reaffirming LEIPA[®] 360.
- A plan for career development.
- Reciprocal mentoring with male colleagues.

² Knights, J., Grant, D. and Young, G. (2018). Leading Beyond The Ego: How to Become a Transpersonal Leader. Routledge.

For more information on our Developing Women Leaders programme, contact us today on +44(0)7734 051242 or email transpersonal@leadershapeglobal.com