



LHH

LHH's **Elevating Women in Leadership** sessions

LHH are delighted to be invited to run six sessions for the Women in Rail and Transport networks. Five sessions will explore important development areas for women leaders and the final session is aimed at those who manage, support or champion women leaders.

Each session will focus on sharing insights from our work and research on the behaviours and beliefs of women who excel, exploring some of the headwinds that can hold women back, as well as practical takeaways and tools for you to use. We look forward to you joining us.

Phase 1

- ▶ **Wednesday 23 March**
Career Development
- ▶ **Wednesday 6 April**
Strengthening Confidence and Resilience

Register your place on to the phase 1 sessions

Phase 2

- ▶ **Wednesday 27 April**
Leading with Presence and Impact
- ▶ **Wednesday 11 May**
Adding Strategic Value
- ▶ **Wednesday 25 May**
Choosing and Using Your Mentor
- ▶ **Wednesday 8 June**
Understanding the Headwinds for Women

Register your place on to the phase 2 sessions

To ensure that you get the most value from this series, we have spread it across 6 one hour sessions over 2 months. Please sign up to both phases and you will receive automatic reminders for the whole series.





Session 1
Career Development
23 March, 12.30pm - 1.30pm

The best leaders lead with a strong personal vision that guides their professional and personal lives. Research shows that women plan for their careers in much shorter increments than men. This session looks at a range of actions you can take to be career active, to take your career in the direction you want to go.

- ▶ Exploration of what career activism means, including strategic networking and political savvy
- ▶ Tools to help you identify how you want to manage your career
- ▶ Benefits of a personal career action plan.

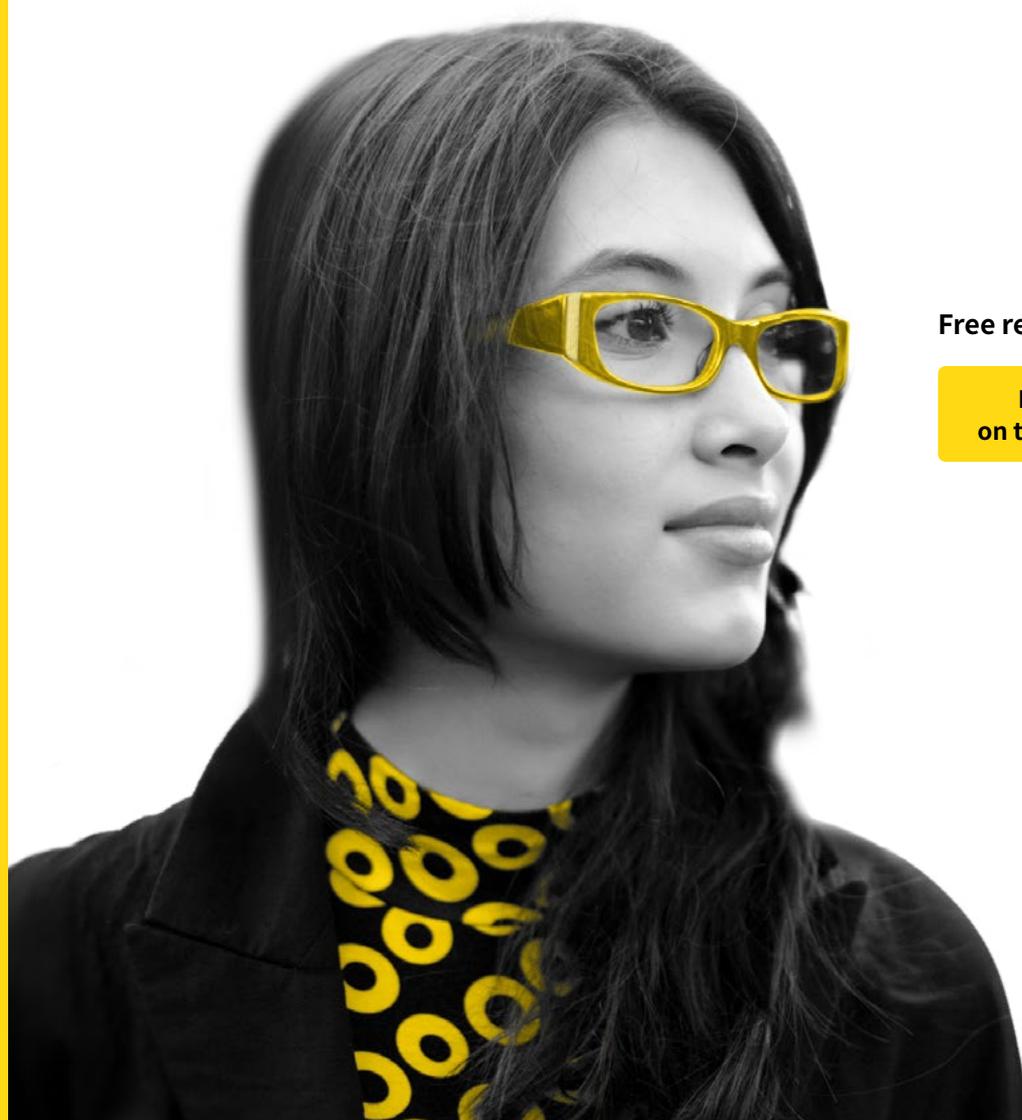


Session 2
Strengthening Confidence and Resilience
6 April, 12.30pm - 1.30pm

This session explores what participants believe is possible for themselves and whether they can shape their mindset to achieve their full potential. It also looks at how to shape stress responses as a result of how the demand for resilience is often exacerbated for women with primary care-taking responsibilities at home, inescapable feelings of guilt, and higher anxiety levels.

The session covers:

- ▶ Identifying, understanding and building resilience energies and strength to enhance leadership skills
- ▶ Strategies for increasing resilience & energy.



Free registration

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on to the phase 1 sessions**



Session 3
Leading with Presence and Impact
27 April, 12.30pm - 1.30pm

Leadership presence has become a key determinant of promotions to senior leadership levels. This workshop looks at the complex interplay of confidence, competence, and leadership presence and exactly what leaders can do to increase perceptions others have of them in these areas.

- ▶ Ensuring people have a clear sense of who you are and how to work well with you
- ▶ Be able to authentically share successes and your personal brand
- ▶ Develop a personal plan including how to increase your Leadership Presence.



Session 5
Choosing and Using Your Mentor
25 May, 12.30pm - 1.30pm

Mentors and sponsors are critical to helping aspiring women leaders gain the perspective and connections they need to take on larger roles and advance their careers. Whether it's a formal or informal arrangement, mentoring at work benefits everyone involved: the mentor, the mentee, and the organisation that supports it. In this session we explore:

- ▶ What is mentoring and how it can help women advance
- ▶ How to find the right mentor and make the most of the relationship
- ▶ How to be a good mentor for others.



Session 4
Adding Strategic Value
11 May, 12.30pm - 1.30pm

One of the biggest stretches that individuals face in getting to more senior leadership levels is moving from the tactical to the strategic. This session looks at what strategies can be used to raise an individual's strategic value to an organisation and how to communicate strategically.

- ▶ Identify the barriers that prevent you from adding your full strategic value
- ▶ Understand how to articulate priorities
- ▶ Develop a personal plan including how to increase your strategic value.



Session 6
Understanding the Headwinds for Women
8 June, 12.30pm - 1.30pm

Most leaders today try to create an inclusive culture and equal opportunities for everyone. However, to really deliver on the promise of equal opportunities, we must dig a little deeper to understand the headwinds that hold women back. This session is aimed at all people leaders who would like to understand more about how they can be a champion for female talent.

- ▶ LHH research on the behaviours and beliefs of women who excel
- ▶ Gender research on the unique headwinds women face and their implications
- ▶ What people leaders can do differently to champion women.

Free registration

**Register your place
on to the phase 2 sessions**

