



Programme Information for Women in Rail Corporate Members
Prepared for Women in Rail by Amarkai Ltd

WHAT THIS PROGRAMME IS ABOUT

Picture this. You're the only woman in the room. Again. You've got the technical skills, the experience, the track record. But when it's time to speak up in that senior leadership meeting, something holds you back. You second-guess yourself. You overthink. You wait for the perfect moment that never quite comes.

Sound familiar?

The Confidence Catalyst is a six-month transformational journey designed specifically for women in rail who are ready to step into senior leadership but need to build the internal confidence to match their external capability.

This isn't generic leadership training. This is psychology-first development that addresses what genuinely holds talented women back: not lack of skill, but lack of belief in that skill.

Through Amarkai's unique A.C.T. framework (Accept. Create. Transform.), participants move through a proven process that builds unshakeable confidence from the inside out. By the end of the programme, they'll be ready to enter the next cohort of Women in Rail's prestigious Mentoring Programme, equipped with the confidence to make the most of that opportunity.

WHO THIS PROGRAMME IS FOR

Women in Rail set a goal to enhance engagement for frontline colleagues to address their unique needs.

The Confidence Catalyst directly answers this need. This programme is designed for:

- **Middle management professionals aiming for senior leadership** who have the technical expertise but need to build the confidence to lead with authority and influence at the next level.
- **Frontline operations team members stepping into management** who are making the critical transition from operational excellence to strategic leadership and need support in building their leadership voice.



These are the women who find themselves as the only woman in the room, needing to build confidence, become more outspoken and amplify their voices to drive change.

This programme is for those not usually prioritised for leadership development. It gives them the opportunity they deserve.

WHY THIS PROGRAMME IS UNIQUE

Women in Rail already offers exceptional programmes. So why does The Confidence Catalyst stand out?

Psychology-First, Not Skills-First

Traditional leadership training teaches what to do. The Confidence Catalyst transforms who you are internally. Using Amarkai's proprietary A.C.T. framework, participants address the psychological barriers holding them back before building practical skills on that foundation.

Cohort-Based Peer Learning

This isn't one-to-one mentoring or large-group masterclasses. It's a carefully curated cohort of 16-20 women who go through the journey together, building accountability groups and peer support networks that extend far beyond the programme itself.

Built for Male-Dominated Industries

The curriculum specifically addresses the unique challenges of thriving in rail. This isn't generic content adapted for your industry. This is designed for rail, built on the real experiences your members have shared.

Prepares Women to Be Mentored Effectively

Almost half of women mentees cite confidence increases as essential for career success, including promotions and awards (Art of Mentoring, 2023). Developing that confidence before being mentored helps you feel more empowered to take the actions that move you further towards your goals.

The Confidence Catalyst builds the internal capacity that makes Women in Rail's Mentoring Programme even more transformational. This programme doesn't compete with mentoring. It makes mentoring work better.



THE JOURNEY: FOUR TRANSFORMATIONAL WORKSHOPS

The programme runs from late May through November 2026, with four carefully spaced workshops that build on each other:

Workshop 1: Barriers to Confidence (90 minutes)

You'll identify what's honestly holding you back. Not the surface-level stuff, but the deep patterns. The imposter syndrome phenomenon that strikes when you step up from operational roles to senior management. The inner critic that tells you you're not ready. By the end of this session, you'll have a personalised toolkit for daily professional challenges and understand that confidence isn't something you're born with. It's a skill you can build.

Workshop 2: Discovering Your Leadership Language (90 minutes)

Moving from middle management to senior leadership requires a shift in how you communicate and influence. This isn't about managing tasks anymore. It's about inspiring people and driving vision. You'll discover and embrace your authentic leadership style, so you can lead with purpose and integrity without feeling the need to mimic others. You'll stop acting like a leader and start being one.

Workshop 3: Amplify Your Voice (90 minutes virtual, 2 hours in person)

Visibility is crucial for career progression. This session focuses on practical public speaking and storytelling techniques to help you communicate with clarity, authority and influence. Whether it's a board presentation or a team briefing, you'll transform the fear of public speaking into the power of fearless communication. You'll leave with a personalised speaking plan to increase your visibility and the specific skills needed to handle challenging questions or interruptions with grace.

Workshop 4: Thriving in a Male-Dominated Industry (2 hours)

The final session consolidates everything and focuses on the unique context of the rail industry. You'll develop actionable strategies for navigating a male-dominated landscape, building strong alliances and driving cultural change from within. You'll create a 12-month career roadmap to secure your next steps. This is about ensuring longevity and success, whatever you determine that to be. You'll understand how to lift others as you climb, fostering a more inclusive and encouraging culture for everyone.



WORKSHOP DATES

Each workshop will begin at 11am:

- Tuesday 2 June 2026
- Tuesday 14 July 2026
- Tuesday 15 September 2026
- Tuesday 17 November 2026

WHAT'S INCLUDED

- Four transformational workshops (three 90-minute, one 2-hour)
- Personalised online portal with digital resources and worksheets
- Accountability groups for peer support between sessions
- Pre-work materials and action plans
- Live workshop facilitation and moderation
- Certificate of completion for those who fully participate

KEY BENEFITS: WHAT YOU'LL WALK AWAY WITH

By the time you complete this programme, you won't just have new skills. You'll have transformed from the inside out.

Unshakeable Confidence

You'll walk into senior leadership meetings knowing you belong there. The inner critic will still show up sometimes, but you'll have the tools to silence it in real-time.

Your Authentic Leadership Voice

No more mimicking other leaders or trying to fit a mould that doesn't fit you. You'll lead in a way that feels natural, effective and true to who you are.

Visibility and Influence

You'll speak up confidently in meetings, deliver compelling presentations and ensure your contributions are heard. Your ideas will land with impact.

A Clear Career Roadmap

You'll have a concrete 12-month plan for your transition to senior management, with specific milestones and strategies tailored to the rail industry.



A Supportive Network

You'll be part of a cohort of women who understand exactly what you're going through. These connections will support you long after the programme ends.

Readiness for Mentoring

You'll be fully prepared to make the most of Women in Rail's Mentoring Programme when you enter the next cohort, with the internal confidence to receive and act on guidance effectively.

WHY YOU SHOULD SIGN UP

This Opportunity Is For You

For too long, leadership development has been reserved for those already at the top. This programme is different. It's designed specifically for middle management and frontline workers who are ready to step up, but need support in building their confidence to match their capability.

If you've ever felt like the only woman in the room, if you've held back from speaking up even when you knew you had value to add, if you've watched others get promoted while wondering when your time will come, this programme is for you.

Exceptional Value

Think about what it costs to find your voice, to stop second-guessing yourself in the room, to finally feel like the leader you already are. For most women, that journey is long, lonely and largely unsupported. This programme changes that.

The Confidence Catalyst brings women together in a way that amplifies the impact of every session. Because the real transformation does not just happen in the workshops. It happens in the conversations between them. In the accountability groups. In the moment a colleague says "I felt that too" and suddenly you realise you were never the problem.

This is a six-month, cohort-based, expert-led leadership programme. The calibre of experience, the tailored content and the community it builds are comparable to programmes that charge upwards of £1,000 per person.

As a Women in Rail corporate member, your investment is £400 per person.

That is not a compromise on quality. It is a commitment Women in Rail have to accessibility. Because women who are ready to lead should not be priced out of the support that gets them there.



Limited Places Available

To maintain the quality of peer learning and ensure every voice is heard, this programme is limited to 16-20 participants. Places are allocated on a **first-come, first-served basis**, with one place per corporate member organisation initially.

The Right Time Is Now

The programme launches in late May/early June 2026 and runs through November 2026. Graduates will be perfectly positioned to enter Women in Rail's Mentoring Programme in January 2027. The timing is designed to set you up for success.

Women in Rail Is Behind This

This programme directly answers the needs identified in Women in Rail's 2025-2027 Business Plan. Your charity recognised that frontline colleagues and middle management were not being prioritised for leadership development. The Confidence Catalyst fills that gap. This isn't just another course. It's Women in Rail investing in the future leaders who will drive gender equity in rail.

WHO YOU'LL BECOME

At the end of this programme, you won't just have learned new skills. You'll have become a different version of yourself.

You'll be the woman who walks into that senior leadership meeting and speaks with authority. The one who puts her hand up for the promotion she deserves. The one who inspires her team not through force but through authentic leadership. The one who builds alliances, drives change and lifts others as she climbs.

You'll be the leader the rail industry needs. The one who doesn't just survive in a male-dominated environment but thrives in it. The one who changes the culture simply by being fully, confidently herself.

And you'll have a clear, concrete plan to get to your next level of success, with the confidence to execute it.

This is your moment. This is your opportunity. This is The Confidence Catalyst.



FREQUENTLY ASKED QUESTIONS

When registration opens, you may receive questions from corporate members or prospective participants about the programme. To make things easier, here are ten ready-to-use responses you can copy and paste directly into an email. Simply adapt the opening line to suit the conversation.

1. What is The Confidence Catalyst and who is it for?

The Confidence Catalyst is a six-month leadership development programme designed specifically for women in middle management and frontline roles in the rail industry. It has been created to help participants build genuine confidence, develop their leadership presence and strengthen their communication skills in a supportive, structured environment.

If you have ever felt held back by self-doubt, struggled to speak up in meetings or wondered how to take that next step in your career, this programme has been designed with you in mind.

2. What does the programme involve?

The programme is made up of four online workshops, each building on the last. But the learning does not stop between sessions. Participants will have access to a dedicated resource hub, practical activities and challenges to work through in their own time, and an accountability group made up of fellow participants. This peer group is one of the most valuable parts of the experience. It is where honest conversations happen, progress gets shared and the real shifts begin to take hold.

3. What are the dates and how long are the sessions?

All four workshops take place on Tuesdays at 11am:

- Workshop 1: Tuesday 2 June 2026 (90 minutes)
- Workshop 2: Tuesday 14 July 2026 (90 minutes)
- Workshop 3: Tuesday 15 September 2026 (90 minutes)
- Workshop 4: Tuesday 17 November 2026 (2 hours)

We would encourage you to check your diary and speak to your line manager now, so you can protect these dates in advance.



4. Are the sessions recorded? What if I miss one?

Sessions are not recorded. This is a deliberate decision. The programme works because of the trust, openness and real-time connection that builds between participants, and recording would change that dynamic.

For the same reason, we ask that everyone commits to attending all four workshops before signing up. If you are a shift worker or have a schedule that makes this uncertain, we recommend speaking to your line manager as early as possible to request those dates, as they are fixed and will not be rescheduled.

5. What platform will the sessions be delivered on? Our organisation uses Microsoft Teams.

The sessions are delivered via Zoom, which offers the best functionality for interactive, workshop-style learning. You do not need to download anything or create an account. You can join every session directly through your web browser by clicking the link provided.

If you have any concerns about accessing Zoom from your work device, it is worth checking with your IT team in advance, and we will also provide a simple access guide as part of your welcome pack.

6. Will I need my camera on?

Yes. This programme is about building confidence and that starts in the room. Having your camera on, contributing to activities and sharing your thoughts during sessions are all part of the experience. It helps build the trust and genuine connection that makes the accountability groups work, and it gives you a safe, supported space to practise showing up fully.

Every participant is in the same position, and the environment is designed to feel warm and encouraging from the very first session.

7. How much does it cost and how does payment work?

The investment is £400 per person, based on a full cohort of 20 participants. This is significantly lower than comparable leadership programmes, which typically cost upwards of £1,000 per person. Women in Rail will manage the payment process on behalf of participants.



If you have questions about how your organisation will be invoiced, please come back to me directly and I can talk you through the process.

8. How will my personal data be used?

Your registration will include a consent notice confirming that your contact details will be shared with Amarkai, the organisation delivering the programme. This is purely to facilitate your participation, for example to send you joining instructions, session reminders and access to the resource hub. Your data will not be used for any other purpose. If you have specific data protection questions, please get in touch and I will be happy to help.

9. How many places are there and how do I secure mine?

There are 20 places in total. As a corporate member, you have priority access for the first two weeks, with one place per member organisation initially. After that, the programme opens to the wider Women in Rail membership on a first-come, first-served basis. To secure your place, simply respond to this email with the name and role of the participant you would like to register, and I will take it from there. The expression of interest deadline is 23 April 2026.

10. What happens at the end of the programme?

Participants who fully engage with the programme will receive a certificate of completion. More importantly, they will finish with a stronger sense of who they are as a leader, a network of women who understand the journey and the confidence to take their next step.

The programme concludes in November 2026, which means graduates will be perfectly positioned to enter Women in Rail's Mentoring Programme in January 2027, if this is the step they have chosen, equipped to get the very most from that experience. You will have your action plan from the final workshop to begin working towards your next steps.