

Women's Leadership Development

Aim of the Programme:

To develop women leaders by knowing and using your strengths to build leadership competencies. Knowing your strengths helps you to focus on what you do well and enjoy. These benefits are backed by research. You will thrive and move forward. It won't just benefit you, but the people, teams, and organisations you work with.

Research tells us that when we use our strengths we're happier, more engaged, and more likely to achieve our goals.

Understanding your strengths and potential de-railers is key to unlocking your potential and increasing your impact and influence.

The HarrisonSmart Questionnaire will rate your leadership competencies against top performers in your industry.

Your leadership report gives you a deep dive into your strengths & potential de-railers.

Key Elements of the Programme:

1	Professional Profile Overview Report	Link to online professional Harrison Questionnaire Complete online Coaching Sessions
2	Paradox Report	Individual reports giving insights on one's Leadership Competencies & Emotional Intelligence
3	Coaching Sessions	2x 90 minutes per individual
4	Training Workshops	2 Full-Day workshops

Who Should Participate:

- Mid-level to senior women leaders looking to advance their leadership skills.
- Women running their own businesses Women looking to progress through promotion

Benefits:

- Tap into your full leadership potential by understanding your strengths
- Gain valuable insights into your leadership strengths and behaviours and opportunities for growth
- Identify your de-railers and how to overcome them
- Build a leadership style that builds on you strengths
- Foster a sustainable leadership approach that prioritises your well-being.

How We Work:



Refreshing and Direct

Bringing freshness and directness to our conversations no matter how challenging.



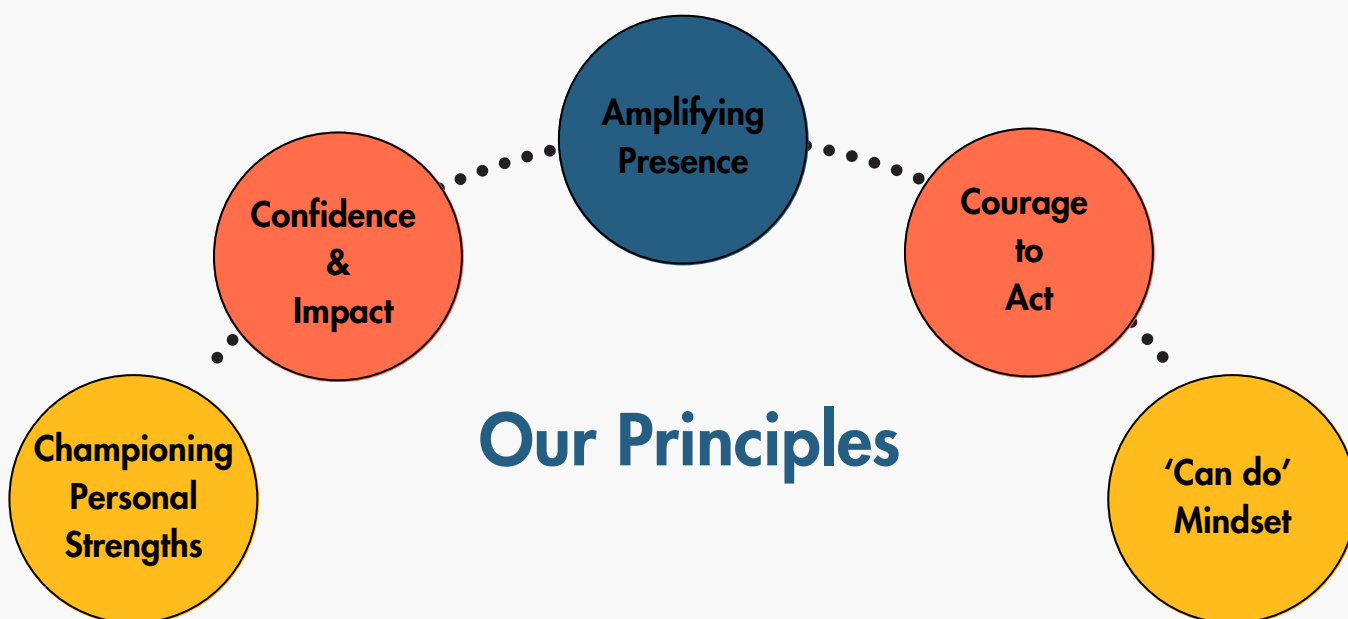
Energy and Curiosity

Open minded with a focus on solving your problem.



Partner and listen

We ask questions to find out what you want to achieve and craft a relevant solution.



Structure Of Programme:

Duration: 10 weeks

Elements:

- Individual Harrison Assessments and coaching sessions.
- 2 x Half day Interactive workshops covering key leadership topics.
- 2 x 1:1 Coaching Sessions De-brief individualised reports Reflection, goal-setting, and action plan refinement.

Delivery: Face-to-face workshops Virtual coaching sessions, dynamic online workshops, group discussions, self-assessments

Workshop 1: What Makes a Leader?

- Identify 12 core leadership competencies
- Explore what it takes to increase your presence and impact
- Develop Effective Communication:
- Enhance your communication skills to convey your ideas and vision with clarity and impact.
- Build rapport and connection with team members and stakeholders
- Review & explore Paradox analysis and Leadership styles.

Workshop 2: Are you really Leading?

- Are you really Leading?
- Identify what your team needs to be engaged as a shared responsibility.
- Are you driving accountability, creating and driving a vision?
- Develop individual Action Plan

Our Process:

- 1 Identifying your Objectives.**
Lets identify the objectives you want to achieve for you or your team (ideally what would you like you/your team to do differently after this training).
- 2 Tailoring for you.**
We will design the programme and make it relevant and specific for your team and company.
- 3 Teaching Transformation.**
Learning how to successfully transfer skills learnt in the programme back in your workplace.
- 4 The Review.**
Review how the training has worked. Did it achieve your goals. Did it have the desired impact?

“ ”

Maureen's training programmes really stand out from the rest. We have worked with Maureen over a number of years and always find her professional, very tuned in and committed to getting our learning outcomes just right.



Dublin Bus

“ ”

It was immediately evident that Maureen had a finely tuned ear and an empathy that brought out full commitment and expression from all the participants. A rare and most special skill set. I couldn't recommend her strongly enough.



LIDL

“ ”

Maureen delivers training for our managers and the results continue to exceed our expectations. There is a strong focus on the power of good communications. Maureen is a skilled facilitator who I would strongly recommend for this programme.



applegreen