



EXECUTIVE READY

An intensive leadership
development experience enabling
exceptional performance,
behaviours and mindsets



Women & Leadership
INTERNATIONAL

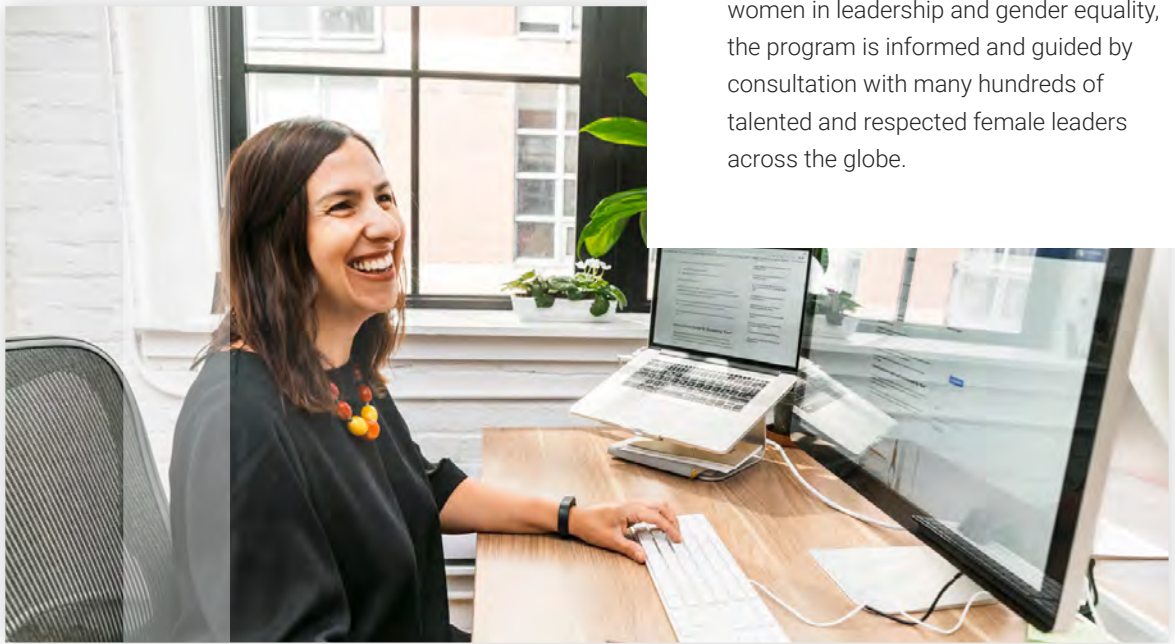
SYNOPSIS

Executive Ready is a seven month leadership and career accelerator purpose designed to stretch mid-level managers and propel them towards executive level performance, behaviours and mindsets.

The course challenges participants to see themselves, their responsibilities and their opportunities with fresh eyes, enabling and inspiring them towards new career goals. The strong emphasis on applied, work integrated learning ensures participants have critical opportunities to implement their learning within their everyday context, and time to develop their confidence in preparation to take on increased responsibility.

Supporting today's female managers to become the business leaders of tomorrow

Created by Women & Leadership International, a leading authority on women in leadership and gender equality, the program is informed and guided by consultation with many hundreds of talented and respected female leaders across the globe.



"Executive Ready will accelerate your abilities, ignite your passions, challenge your status quo and redefine your career and life expectations."

LEARNING INTENTIONS



Create a personal leadership vision through identifying and articulating your goals and values.



Develop your communication style and understand how emotional intelligence can help transform your effectiveness as a leader.



Build an effective team culture that will help to overcome team dysfunctions and lead to improved performance and resilience.



Enhance your coaching and mentoring abilities and learn how to deliver effective feedback in difficult situations.



Develop the capacity for innovation within your team and lead change and creativity within your organisation.



Identify and articulate your organisation's strategic direction and reflect on your team's capability and performance in a systemic manner.



Advance your knowledge of adult learning principles, time management and further your professional development skills.



Leverage your existing leadership capabilities and engage in a process of continuous self-development.



Develop and extend your network within a cohort of dynamic peer level women.



TRANSFORM YOUR LEADERSHIP CAPABILITY AND CAREER POTENTIAL

Executive Ready is for women who want to deepen their leadership capability and develop greater self, team and organisational awareness. Enabling leaders to unlock the full potential of their staff, the program is ideal for supporting the progression of mid to senior level managers and independent business owners looking to transform business performance.

MAKE POWERFUL PROFESSIONAL CONNECTIONS AND LASTING FRIENDSHIPS

Executive Ready enables female managers to engage in appropriate level, peer-oriented development. The strong group dynamic which develops between participants is fundamental to the courses success and greatly enhances the learning process. Over the seven month duration, groups develop into tightly knit networks and participants regularly cite this unique connection as one of the key benefits of the program.





“The Executive Ready program is so good, so impactful and so applicable that I am recommending it to our whole business. 11 staff are confirmed to undertake the program this financial year, and another 11 are on a wait list. The course provides tangible techniques, tools and tips to excel at the leadership role you are in. But the most beneficial aspect of this program is the networking and learning with peers from different industries. Regardless of which industry you are in, the types of leadership challenges you are faced with are very similar. By sharing and exploring these with your fellow program participants, you become very connected to the course content and can easily contextualise learnings to your day-to-day activities. The peer coaching is also a big part of how successful this process is. If you are thinking about doing this program, my advice is quite simple – go for it.”

KAREN GEE, GENERAL MANAGER

MODULES

A COMPREHENSIVE EXPLORATION OF EFFECTIVE LEADERSHIP

Executive Ready provides access to high quality, academically robust leadership education informed by the interrelated complexities and opportunities of being a woman and a leader. Segmented into seven distinct but complimentary modules the course engages participants in a comprehensive exploration of effective leadership practice. Through a potent mix of expert tuition, experiential exercises, practical workplace application and guided self-reflection the program creates an environment whereby participants remain engaged and challenged.

LEADERSHIP AND AUTHENTICITY

Participants explore what it takes to be an effective leader using a strengths-based approach. This module introduces participants to a values-based leadership framework as they take a deep dive into the relationship between authenticity and effective leadership.

Identify and consider characteristics and principles of leadership.

Identify and define what moral purpose means to you.

Differentiate between leadership from management.

Explore values from both follower and leader perspectives.

Explore the impact of espoused values versus actual behaviours.

Demonstrate a working understanding of the Skill Will leadership model.

Develop a clear workable leadership vision.

COMMUNICATION, PRESENCE AND INFLUENCE

This module commences with an exploration of one's own preferred style of communication and the impact of one's style on others. The module moves on to focus on effective communication and influencing at an interpersonal, departmental, and organisational level.

Recognise and formulate your own people style.

Develop strategies to improve communication.

Demonstrate an ability to have a conversation using the Ladder of Inference.

Develop an ability to match mood to task in meetings.

Demonstrate an understanding of the RUUM emotional intelligence model.

Develop an action plan to improve emotional intelligence.



TEAM DYNAMICS

During this module participants explore the practical implications of managing diverse and challenging groups. Participants examine the qualities shared by high performing teams and identify effective strategies to foster cultures that support optimal teamwork.

Identify methods of creating effective teams.

Identify ways to change ineffective workplace practices.

Demonstrate the ability to identify above-the-line and below-the-line behaviours.

Explore the stages of team development.

Identify team dysfunctions that can act as barriers to high performance.

Develop methods of overcoming team dysfunctions.

DRIVING PERFORMANCE

This module supports participants to provide feedback and motivate their team to exceed performance expectations. Participants identify key principles of performance management in order to ensure consistency with organisational objectives. This module also explores techniques involved in coaching others and building individual capability.

Identify different aspects of performance management.

Identify and understand key motivators of your staff.

Learn how to discuss staff members' goals.

Learn various methods of giving feedback for different situations.

Develop an ability to deal with difficult conversations regarding performance.

LEADING INNOVATION AND CHANGE

This module focuses on the leadership skills involved in driving innovation and change. Participants critically discuss the application of relevant theory and explore the way in which innovation and change are inextricably intertwined. Participants then examine leadership challenges during times of crisis, gaining an understanding of the way in which leaders can build an agile and resilient organisation.

Foster and lead creativity and innovation in your workplace

Demonstrate an understanding of the barriers to innovation and change

Demonstrate an ability to lead change

Apply creative solutions and innovative methods to workplace challenges

Create a detailed innovation plan

STRATEGIC THINKING AND ORGANISATIONAL LEARNING

This module challenges participants to 'rethink' their organisation's purpose and strategy by exploring the external and internal environment, the assumptions that underpin them and their strategic response to them. They develop a heightened awareness of the systemic influences that impact their organisation and develop the capacity to see and challenge their own and others' mental models. Participants explore ways to create an environment in which strategic thinking and on-going learning become a part of daily life.

Describe what strategy means in your workplace context.

Explain the 'strategy as a learning process' framework.

Identify and clearly articulate your organisation's strategy.

Analyse how structure drives behaviour.

Explore paradigms that inhibit positive systemic change.

PURPOSE, PRIORITIES AND PROFESSIONAL DEVELOPMENT

This module focuses on developing skills to hone a competitive edge. Participants will learn to develop effective work goals and behaviours to competently manage work priorities. They will also explore the critical elements of establishing personal work objectives, prioritising workload for optimum achievement and building on professional competence.

Articulate and apply adult learning principles in your day to day practice.

Develop capacity to identify and pursue fulfilment in your current role.

Demonstrate capacity to conduct productive discussions.

Apply methods for effectively managing your schedule.

Demonstrate the ability to design professional development tasks.



“Without any hesitation I highly recommend the Executive Ready program. The course was incredibly beneficial to the way I handle situations at work, giving me the ability to be centred, grounded and confident. There was a small component of the course which is not directly applicable to my leadership situation at work, but even that was useful, because it gave me a real insight into the priorities and mindsets of the senior leadership team. Finally, and perhaps most importantly, the Executive Ready program is designed to encourage interactivity, to the point where the class developed such a rapport and a shared commonality throughout the learning process, that it became so much more than just ‘we are on a course together’. It was a fantastic group, and we are looking to continue our connections with each other long into the future.”

SHARON SOLYMA, MANAGER, PATHWAY AND PARTNERSHIPS

PARTICIPANT EXPERIENCE

A SOPHISTICATED BLENDED LEARNING APPROACH

Executive Ready employs a sophisticated blended learning approach enabling participants to realise exceptional learning outcomes whilst continuing to be highly present and effective in their workplace environment. Executive Ready is designed to engage female leaders in highly collaborative, peer-oriented learning environments. During the course, activities are undertaken which strengthen participant connections; allowing cohorts to develop into tightly knit peer networks.

CAPABILITY ASSESSMENT

x1

Participants undertake a capability assessment to evaluate their ability in key areas. Results from this assessment help inform each participant's developmental focus and support them to achieve their objectives.

ONLINE WORKSHOPS

x10

Focused on rich discussion and debate relevant to each topic area, the interactive online sessions help to contextualise learning themes within real world situations, rapidly equipping participants to operationalise new approaches.

LEADER AS COACH SESSIONS

x4

Through these sessions, participants will practice how to effectively deliver feedback and have meaningful, outcome driven coaching and mentoring conversations. Additionally, these sessions often lead to a deeper connection between peers and a better understanding and appreciation of each other's challenges.

FACE-TO-FACE WORKSHOPS

x2

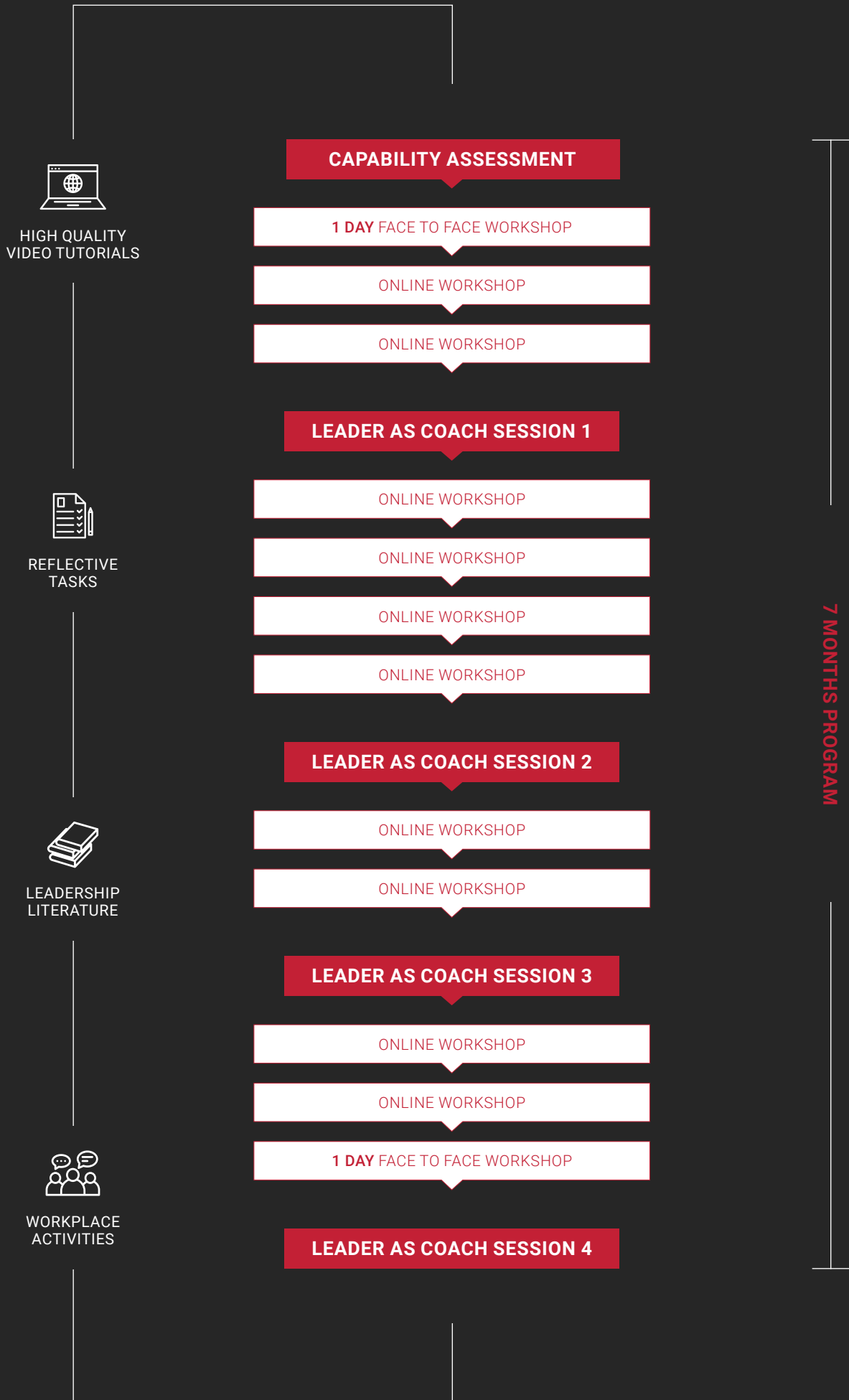
Through the face-to-face workshops participants explore a variety of challenging themes and scenarios linked to the core responsibilities and opportunities of leadership. The full day workshops deeply immerse participants in the subject matter, leading to important insights and learning informed by collective experience.

SELF-DIRECTED LEARNING

Self-directed learning content for each module is accessible via a state-of-the-art online learning management system that allows participants to engage with it any time from any device. Content includes high quality video tutorials, 'best practice' leadership literature, workplace activities and reflective tasks.

COMMUNITY OF PRACTICE

Throughout the program, participants are free to connect with each other 24/7 through the online community of practice and discuss 'top of mind' issues.



FURTHER INFORMATION

TYPICAL PARTICIPANT

Executive Ready's focus on each participant's unique journey ensures it is appropriate for mid to senior managers aiming to consolidate their existing position or advance to an executive position. Due to the applied nature of the content and performance orientated outcomes the program is also appropriate for business owners looking for practical advice and strategy to transform their performance and that of their staff.

PARTICIPANT SUPPORT

Our high-touch approach to engagement and support is an essential component of WLI's market leading completion rates. During the course, our Engagement and Support Specialists undertake a highly detailed engagement process intended to ensure each participant feels supported and nurtured throughout the entire learning cycle.



ENROLMENT PROCESS

All applicants enrolling into the Executive Ready Course must satisfy WLI's admissions criteria and adhere to standard admissions policies and procedures. Enrolments are at the discretion of the WLI Admissions Department. Enrolment details may be obtained by contacting the WLI Admissions Department.

The course enrolment fee is £3,490. The enrolment fee covers all tuition and coaching, course related materials and access to the WLI online learning portal. The enrolment fee does not cover travel and accommodation costs associated with attendance at the face-to-face workshops.



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“The Executive Ready Program was stimulating, interesting and useful. Overall it is a very good course. It has really helped me in my day-to-day approach of things, and I am already using the strategic frameworks for my own team, which has been tremendously helpful. Moreover, the program gave me the impetus to continue to learn; to broaden my toolkit of models and approaches ever more widely. As it progressed the course got more interesting and complex, so it became more enjoyable and rewarding as the level of my knowledge grew.”

ELLA LOVECE, SENIOR CURRICULUM MANAGER



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