

SHE LEADS CHANGE  
COURAGE : CAPABILITY : CONNECTION



SHE LEADS CHANGE

**Working with Pearson**  
*A Case Study*

# Pearson and She Leads Change

***Pearson was one of the first organisations to spot the potential of She Leads Change to transform their employees and have been participants on the programme since it started in 2018. Almost 50 women from Pearson have participated in She Leads Change Programmes over the past 3 years and, together, we have grown the organisation's leaders and extended the impact of She Leads Change within Pearson and beyond.***

Below, in their own words, are three case studies, one from Hannah Cheek who contracted with She Leads Change as the representative for Pearson, Katy Reid who attended the Leading from Within Programme and Eleanor Andressen who attended the Leading Collective Impact Programme.

## 1. Hannah Cheek: Relationship lead - She Leads Change for Pearson



***“She Leads Change has created a real buzz in Pearson. Participants are talking about huge boosts to their self-belief and rediscovering their strengths and personal attributes. The impact of this is a more confident approach to work, where women recognise the value that they bring to discussions and are brave enough to expand their networks.”***

***Hannah has sent participants on She Leads Change over the past few years, based on her role as Co-Head of Mentoring for WILL UK in Pearson. She says:***

This is no ordinary leadership skills course. This is about self-awareness and reflection, opening up, leaning into the uncomfortable, exploring, sharing and learning with others. There are no passive moments, this is a wholehearted, full bodied learning experience, driven from within.

The reflective nature of the programme has allowed participants to focus on principles that really resonate with their beliefs and allowed this to guide future plans with greater focus and purpose. A large number of participants are still in touch with their coaches and are recognising the benefit of this support having completed the programme.

What She Leads Change offers, and I have not experienced before, is a safe place to practice breaking all those habits and self doubts that hold us back. This was about finding your voice, knowing your values and seeking connection.

I have better habits. I no longer worry about speaking up in meetings, what should I say and I have faith in the value of that contribution. It has led to more authentic exchanges and moved my focus from doing to connecting.

Another amazing aspect of She Leads Change is the access to highly skilled coaches. We talked about things that I felt were holding me back as well as my area of enquiry. With introductions from my coach and my new-found voice, and confidence on the power of connection, I set about reaching out to some truly inspiring individuals who also share my passion for Science and diversity.

***“I’m more confident, more comfortable with being myself, more comfortable with being challenged.” Hannah Cheek***

## 2 Katy Reid: Leading from Within Participant



*“At Pearson I've had four different mentoring programmes now. The core one, 30% Club, I asked someone senior, and now, She Leads Change. By far, I have got the most from SLC. I know we have put it as a peer mentoring programme, but it is really more than that. It is development for women who are at that cross-point in their lives looking to get to the next step, or find that voice in them to make the next decision, or who are frustrated with limitations.” Katy Reid*

***Katy is a Customer Experience Demand Manager at Pearson, she came on the Leading from Within Programme and has continued to be involved with She Leads Change, including helping to develop a global programme called Brave New World. She Leads Change for her, is far better than conventional mentoring programmes, in her own words, she says it is:***

- Guided by a number of facilitators who all bring different experience, energy, advice and lenses to solutions. I got a range of role models and voices and could see different ways to approach things
- Supported by other participants, who also bring their experiences and genuinely have your back. I got their time on top of the time in the programmes sessions
- Co-created by participants, and we all get involved in at least one session. I got a rehearsal space for what I was trying to grow in, live and supported
- Space where participants brought their vulnerability, so I could bring mine. I hadn't really considered how vulnerable I was (or wasn't being) with my 1:1 mentors before. If they didn't bring a sense of wanting to grow/learn/show-up/be vulnerable to me, that kind of set the tone for our relationship. I only went as deep as my mentor did, so I didn't get to the core belief of why I haven't already been able to change what I've been working on for years.
- Structured - it gave me deeper insight into each piece of the barriers I've built, holding myself back: Self - Other - Systems - Resilience. And I'm still unpicking a lot of it!”

***“It's also giving me the ability to gain more confidence in leading and facilitating, because there are so many other things to get involved in. And the community of people to learn from is huge. It's one of the more difficult things to pull together, a community or network for ongoing continued learning after the programmes ends, but they have it already. And genuinely everyone that gets involved wants to be there, shows up fully. If you're there, you're present. It's a real contrast to a lot of my day to day working environment and has really made me lead better”.* Katy Reid**

### LEADING FROM WITHIN: FIND AND BE YOUR BEST SELF AS A LEADER

A 3-month leadership programme for women wanting to bring themselves more fully to their work and life. It allows women to better hear their own voice, inform their choices, navigate relationships and intervene gracefully for systemic change.

“If you find yourself getting in your own way, if you have big dreams but are struggling to get there and if you feel like you're stuck and need a little help, She Leads Change could be just the thing for you” Previous Participant

### 3. Dr Eleanor Andressen: Leading Collective Impact Participant



*"If you are looking for a comfortable way to be fed a few new leadership ideas, this course probably isn't for you. If you are looking for a safe place to really explore your values, beliefs and perspectives and to help you realise how to use those to be the leader you know you can be, then I encourage you to sign up"*

***Eleanor was a Senior Researcher (UK and Core Efficacy Lead) at Pearson when she attended the Leading Collective Impact programme and continues to be a strong advocate for She Leads Change. She says -***

The Collective Impact Programme provided me with:

- Practical and thoughtful ways to challenge my perspectives and reframe problems and ideas (I find action learning, journalling and deep listening incredibly helpful);
- A fantastic network of friends and contacts to continue my learning journey, not only from this course but alumni from many of the She Leads Change programmes, several of whom are colleagues at Pearson, and
- Greater clarity of my own values and future ambitions – and an excellent coach who continues to support me.

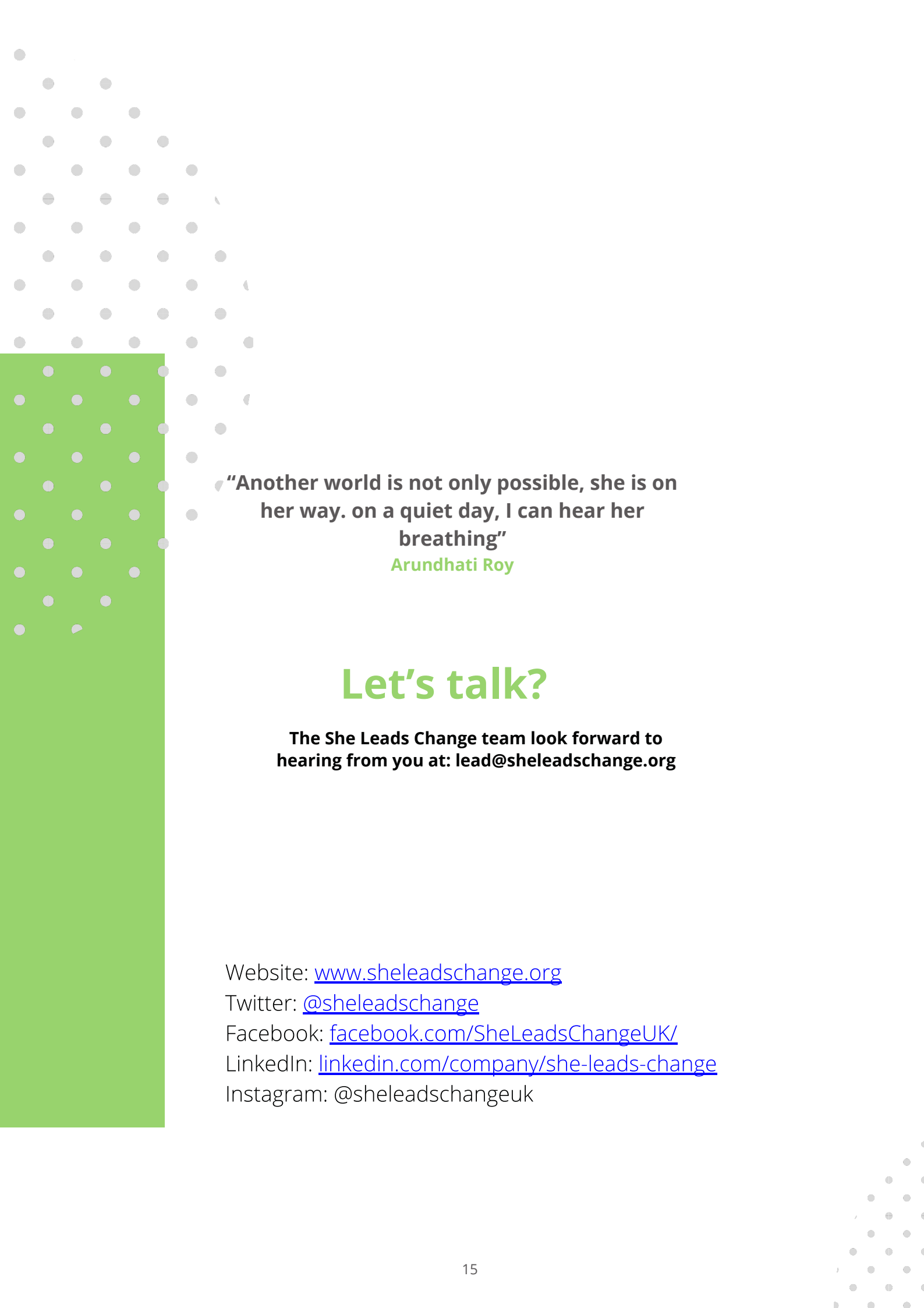
***"I am noticing where people don't have a voice and I'm helping them find it. When I have something to say I am trying to say it confidently and not apologising for not agreeing (whilst being respectful of others' views too I mean!)" Eleanor Andressen***

#### **LEADING COLLECTIVE IMPACT: ENGAGE OTHERS IN LEADING CHANGE AT SCALE**

A 4-month experiential programme for leaders to enable a systemic response to society's most pressing challenges.

The next cohort is themed on diversity, inclusion and equity. The programme helps participants learn to collaborate more effectively and move towards taking personal and collective action.

Next cohort in May 2021 | open to everyone | more here: [programme overview](#).



**“Another world is not only possible, she is on her way. on a quiet day, I can hear her breathing”**

**Arundhati Roy**

## Let's talk?

**The She Leads Change team look forward to hearing from you at: [lead@sheleadschange.org](mailto:lead@sheleadschange.org)**

Website: [www.sheleadschange.org](http://www.sheleadschange.org)

Twitter: [@sheleadschange](https://twitter.com/sheleadschange)

Facebook: [facebook.com/SheLeadsChangeUK/](https://facebook.com/SheLeadsChangeUK/)

LinkedIn: [linkedin.com/company/she-leads-change](https://linkedin.com/company/she-leads-change)

Instagram: @sheleadschangeuk