

SHE LEADS CHANGE

COURAGE : CAPABILITY : CONNECTION



SHE LEADS CHANGE

Masterclass Prospectus 2022

*We create the leaders the world
needs now*

Do you need change?

It's an odd time. Organisations are re-calibrating at speed to remain relevant in an altered world and to retain talent. Employees are struggling with a partial return to the office and having difficulty balancing the competing demands of work and home. We are all playing catch-up on connection - but don't yet quite trust this physical world. We are wondering what is expected of us and if we can still 'perform'. We know we want to step up, speak out and grow our professional skills - but are still feeling post-COVID tired.

We can help!

- ✓ Improve employee resilience
- ✓ Offer a meaningful response to inclusion
- ✓ Enable talent to lead, create impact and navigate change
- ✓ Support the sustainability agenda and better meet the needs of future leaders
- ✓ Provide forums for people outside of daily transactional activities to build better working relationships
- ✓ Share practical tools and insights for better performance

We offer nine energising and connecting masterclasses for all employees within any type of team or organisation.

Each of these 90-minute classes can be done independently, as a set or as part of a broader engagement and change programme.

All are created as bespoke.

We offer -

Leadership Development

- *Authentic leadership* **Leading from the Heart: How to create connection**
- *Realising potential* **Breaking Barriers: How to transform limits**
- *Staying resilient* **Protecting Mental Health: How to thrive**

Team Transformation:

- *Appreciating difference* **Inclusivity: How to welcome diversity**
- *Designing for diversity* **Leading Together: How to collaborate**

Organisational Change:

- *Understanding possibility* **Leading Change at Scale: How to change the world**
- *Developing the right strategy* **Leading Decisively: How to make better decisions**
- *Framing the agenda* **New Narratives: How to tell better stories**
- *Implementing change* **Navigating Change: How to adapt and thrive**

Extend the impact of these workshops:

1. [Attend a She Leads Change Programme](#)

2. [Launch a Peer Mentoring Programme](#)

3. [Access our Coaching Panel for 1:1 support](#)

LEADING FROM THE HEART

Authentic Leadership -
How to create better connection



Empathy is a leadership superpower. It helps communicate our ideas in a way that makes sense to others, and helps us understand others when they communicate. It has the power to improve our relationships and the environments in which we impact. We can build authentic, purpose driven products and services when we create time to empathise with our colleagues and customers; to understand their perspectives, values, what motivates and impedes their performance and what drives their choices.

This is an interactive session that will help you to explore how you can develop your skills to empathise, understand the effectiveness of a culture that values empathy and explore how you can create an environment that champions empathy.

The session will use storytelling, experiential activity, and deep listening to explore how understanding different perspectives and emotions of team members and customers can help you lead better and move forward together.

AFTER THIS SESSION YOU WILL:

- Be comfortable with expressing vulnerability and aware of techniques to develop empathy
- Have an understanding of research supporting the value of empathy
- Have a plan to tackle empathy deficits in your workplace.

OUR TEAM

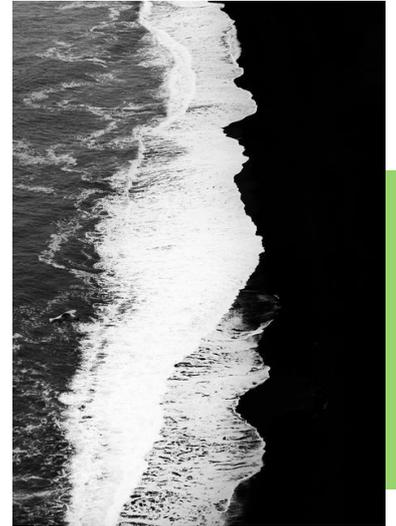


SANDY

Sandy embodies empathy. She brings a thoughtful, constructive, 'can do' attitude into every conversation - coupled with a listening ear and an open heart. Her experience ranging from being an occupational therapist, a mother of 3, supporting refugees and working with Empathy Action has positioned her to both lead and role model heart-centered leadership. She was a participant in the Leading from Within Programme and now leads the LeadMore programme at She Leads Change.

BREAKING BARRIERS

Realising potential -
How to transform limits



Sometimes the best thing we can do is to get out of our own way! Whether it's getting a promotion, stepping into a new role, or progressing a difficult conversation, this session is designed to help you clarify your desire, explore your internal and external barriers, better position yourself to positively influence, have your voice heard - and leave with clear, achievable targeted action enabling your breakthrough.

The session will use coaching techniques combined with diverse learning modalities including: presencing framework, U-Theory, non-violent communication and somatic experience. This session is a practical taster of the She Leads Change flagship programme - Leading From Within.

AFTER THIS SESSION YOU WILL:

- Be clear about what's holding you back, how to change this and step up
- Have practiced different techniques to help move you forward
- Leave with specific targeted action to enable your personal breakthrough

OUR TEAM



RAJ

Raj has achieved a significant amount - through breaking through her own personal barriers! She is an experienced Board level executive director, consultant and coach with extensive expertise in transformation, organisational development and talent development. She is part of the She Leads Change Springboard Panel of coaches and is often called on as faculty because of her trademark energy, wholehearted approach and deep expertise.

PROTECTING MENTAL HEALTH

Staying resilient -
How to keep well



2021 has been quite a year! As if life wasn't stressful enough already... Uncertainty, grief, fear, anxiety and a lack of clarity can take a toll on our mental health and ability to perform.

This interactive workshop based on mindfulness techniques provides an understanding of how our brain functions and reacts to stress. It provides valuable insight into ways we can learn to thrive, irrespective of external conditions. It helps participants distinguish between healthy and unhealthy stress, recognising the warning signs and taking decisive action to take care of ourselves. Better mental wellness and balance has a huge impact on our ability to work, and live.

IN THIS SESSION, WE WILL COVER PRACTICAL TIPS FOR BRINGING CALM, FOCUS AND RESILIENCE INTO YOUR LIVES. YOU WILL LEAVE WITH:

- An ability to understand and better manage your stress
- A better understanding of the link between brain and body and an action plan on how to thrive
- Perspectives, tools and techniques to take better care of yourself and support others

OUR TEAM

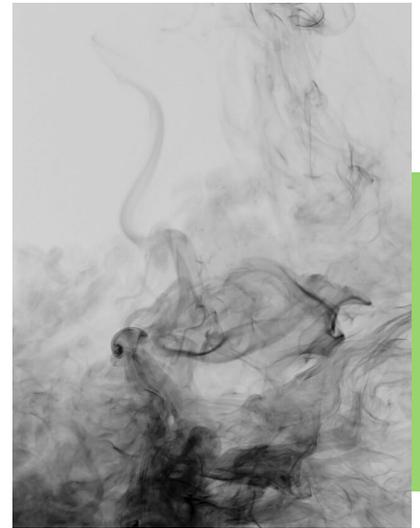


JO

Jo is a leading mindfulness practitioner working across different organisations to better help people deal with stress and anxiety. Her trademark practical approach makes this important technique accessible in a corporate setting. Coupled with her expertise and personal experience, she provides real support to individuals and workplaces. Jo is faculty for the Leading from Within programme, part of the She Leads Change Springboard Panel of coaches and is often called on to support other activities due to her calm and accessible approach.

LEADING INCLUSIVITY

Appreciating difference -
How to welcome diversity



We all watched #metoo and #blacklivesmatter unfold over the course of 2020. Many of us are asking questions about what is fair and grappling with our power, privilege, and what to do to affect meaningful change. Others are finding strength in their differences, understanding there are new ways and beginning to speak out.

This interactive workshop engages people in a thought-provoking and action-oriented exploration into their own identities, the value of diversity and, how to navigate and work positively with different people. Participants practice and reflect using specific tools and frameworks to help them reap the benefits of equity, diversity and inclusion. Creating an awareness of the systemic impact of social issues is the first step in building an inclusive culture. This workshop can also be seen as a precursor to our Leading Collective Impact programme.

AFTER THIS SESSION YOU WILL:

- Better comprehend the multiple identities you hold and how you 'show-up'
- Have more perspective and practical tools to apply to navigate and appreciate diversity
- Understand how inclusivity, equity and diversity contribute to organisational success

OUR TEAM



SHALINI

Shalini is an executive coach and leadership expert. She brings her experience as a Cambridge-educated lawyer, her calm and professional demeanour and her personal commitment to a fairer world. She is faculty for She Leads Change and will co-lead the Leading Collective Impact Programme in 2021. Shalini plays a significant role in ensuring we are inclusive at She Leads Change.



NANA

Nana is a Chartered Psychologist with a particular interest in Women in Leadership, Minorities in Leadership and Evolutionary Leadership. She has over 15 years of experience as an internal and external consultant specialising in leadership coaching, the design and facilitation of leadership development programmes, team coaching and senior team effectiveness. She is faculty for She Leads Change has been part of the Leading Collective Impact Programme in 2020.

LEADING TOGETHER

Designing for diversity - How to collaborate



If you want to increase your impact by collaborating with others; if you're facing challenges in a current collaboration; or if you're simply wondering how you can be more effective at brokering and facilitating between different stakeholders, this workshop is for you.

Leading requires us to work with others across teams, organisations, sectors, different segments of society and generations. This type of leadership is often termed collective leadership as it relies on the ability to bring together diverse stakeholders around a common goal. It is about being able to understand, interpret and broker between these different stakeholders; respond to and work with systems intelligence; being able to guide a group in joint decision-making; and create forward momentum through role modelling.

During this session you will explore what leading change looks like from a collective perspective, and how this is different from leading alone. You will be introduced to some simple yet effective tools, including: U-theory, Donella Meadows work on how to intervene in a system, and perspectives from partnership brokering. This session is the first step in building better partnerships and alliances for collaborative change, and is a precursor to our Leading Collective Impact programme.

YOUR THREE KEY TAKEAWAYS WILL BE:

- Greater clarity about the characteristics of collective leadership
- An understanding of the importance of you as a leader in how you are showing up with, and your influence on, others
- A set of tools to help you inspire and manage better collective activity

OUR TEAM



RACHEL

Rachel brings many years of expertise in convening, shaping and developing global networks and consortia; in connecting high-profile, global organisations in their search for innovative solutions to shared challenges; and in providing strategic support to leadership teams as they go through change processes and develop new strategies and approaches to work. She has worked in many collaborative initiatives in the humanitarian sector, is an Accredited Partnership Broker, a trained leadership coach, and is passionate about the power of collaboration. Rachel was instrumental in piloting the Leading Collective Impact Programme and currently leads on developing the She Leads Change strategy. She also works as a coach and is part of the SLC Faculty.

LEADING CHANGE AT SCALE

Exploring possibility -
How to change the world



*"I'd like to lead change for millions and I think I can do it
- but not alone." She Leads Change Participant*

This year has taught us the systems we take for granted - health, education, economics and politics - are all changeable. It is an exciting moment to realise that they are human-designed and, as such, can be redesigned. Systems leadership allows people to first 'see' the systems in which we operate and understand their influence. It then supports people in understanding the methods, roles and time frames to intervene in a system for significant impact.

It is for anyone who feels frustrated that the world is not all it could be, who wants to do something with purpose, who wants to leave a legacy. It is for anyone asking themselves 'why' questions - and who is brave enough to move onto the 'how'.

AFTER THIS SESSION YOU WILL:

- Have an understanding of systems and their interdependencies
- Be aware of the ways in which the systems affect you and others
- Understand how you can intervene in a system for positive results

OUR TEAM

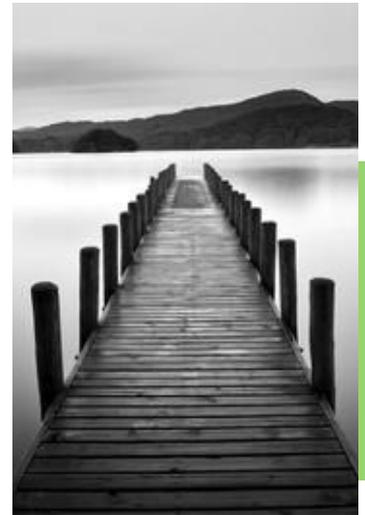


NICOLA

Nicola is a strategic change-maker, non-linear thinker and deep listener. She has spent the past 20 years working on change at multiple levels - individual, organisational and systemic. Her expertise in strategy, change and innovation is matched with strong commercial acumen. Nicola works with Governments, academia, civil society and business to bring about impactful action. She founded She Leads Change as a systemic intervention to develop the leaders the world needs now, starting with women.

LEADING DECISIVELY

Choosing the right strategy -
How to make better decisions



We make decisions every day, large and small, professional and personal. The cumulative effect of those decisions is a company's performance, or, at a personal level, your life. At a time of rapid change and increasing uncertainty many people can feel frozen and unable to take steps forward. It then feels safer to continue with decisions that uphold the status quo, rather than take braver ones that embody a brighter future. Missing out on braver decisions limits our innovation opportunities and almost certainly means we cannot rise to meet the challenges facing organisations today.

We know we can do better. We can prepare our organisations, teams and ourselves to act on the challenges we face. We can feel more competent in making good decisions and confident in their effect.

IN OUR 90 MINUTE MINI MASTERCLASS ON LEADING DECISIVELY, WE WILL ASK YOU TO LOOK AT ONE RECENT, AND ONE UPCOMING DECISION TO LEARN:

- Ways to address common decision-making biases (which tend to support the status quo)
- How to connect the possibilities in any decision to the change you are trying to create
- The conditions and processes that help you make good decisions for your change over time

OUR TEAM



DAVID

David is a deep thinker, an experienced strategist and brings his expertise across multiple sectors to the thorny question of "How to make better choices for thriving societies?" His senior roles working with leaders across society and around the world has led him to focus on better decision-making as a key to unlock more positive change. One of only 6 men brought into She Leads Change to coach participants, he has taken an impressive learning approach to all his interactions and continues to inspire us with his quest for personal growth, strategic perspective and unfailing support.

NEW NARRATIVES

Framing the agenda -
How to tell better stories



This session is a practical exploration of stories at work, and why they matter to all of us. Participants walk through a story's key elements, how they show up in working life, ways to story "hunt", "harvest" and formulate stories that articulate value and values. It is a masterclass in how to draw on the power of stories to support, influence and inspire change

Participants leave with first-hand experience under their belt and a lens they can bring to organisational and alliance dynamics, company, project and personal brands, leadership and self-leadership. The session will use coaching techniques combined with narrative frameworks drawn from a range of disciplines: anthropology, design, literature and psychology.

AFTER THIS SESSION, YOU WILL:

- Know what to listen for and articulate, when forming a good story.
- Grasp how good questions unlock story elements.
- Have experience in creating narratives to inspire, connect and action change

OUR TEAM



KATE

Kate is a multi-talented professional bringing together her unusual blend of expertise in psychology, innovation and writing to transform businesses, uplift individual experience and improve the quality of everyone's thinking. She is a well-spring of metaphor, story, analogy and visual imagery. Kate is part of the She Leads Change Faculty and steps into many of our areas of operation to bring curiosity; challenge; wonder; warmth and humour.

NAVIGATING CHANGE

Implementing Change -
How to adapt and thrive



Darwin's phrase 'survival of the fittest' is often misunderstood. He spoke to survival of the "most adaptable". This experiential session helps people gain perspective around inevitable change in times of uncertainty, providing tools to better understand where they can take agency and intervene for positive progress, building resilience for themselves, their teams and the organisation.

AFTER THIS SESSION YOU WILL:

- Have a fresh perspective and an improved relationship with uncertainty
- Be practiced in using tools and frameworks to better understand and navigate change
- Be more resilient and enable others to be the same

OUR TEAM



KERSTIN

Kerstin is an extremely skilled professional with deep expertise in organisational design and dynamics. She helps business leaders build high performing organisations by providing insight into change management and aligning people behind key impact goals. She is faculty for She Leads Change, was instrumental in piloting the Leading Collective Impact Programme, is a senior facilitator and leads on our Values in Action discussions on values within our organisation.



SHE LEADS CHANGE PROGRAMMES

SHE LEADS CHANGE TAKES A FRESH APPROACH TO LEARNING BY INSTILLING INDIVIDUAL AGENCY, BUILDING CONFIDENCE THROUGH ACTION, AND A COMMITMENT TO DIVERSITY AS A SOURCE OF BETTER UNDERSTANDING.

WE OFFER THREE PROGRAMMES:

→ **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

Next cohort in April 2022 | open to women | click here: [programme overview](#)

→ **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.

More here: [programme overview](#).

→ **LIGHTHOUSE: LEAD GRACEFULLY IN TIMES OF CHANGE**

A monthly, invitation only programme for senior women to connect with like-minded leaders. An opportunity to consider professional and personal challenges, to learn together through uncertain times and take a ‘pause’ in the tumult of day to day activities.

More details on request.



PEER MENTORING PROGRAMMES

THE BEST WAY TO REINFORCE LEARNING IS TO TEACH
SOMEONE ELSE. WE PROVIDE PEER MENTORING
PROGRAMMES ENABLING PEOPLE TO 'PAY FORWARD'
THEIR LEARNING.



These may be designed for internal use e.g. intergenerational mentoring, 360 degree mentoring or traditional senior/junior mentoring. They may also link into some of the social enterprises we work with to impact those outside the organisation and extend learning.

Our programmes draw on our recognised experience leading peer mentoring within our own programmes, and our programme providing mentoring to social entrepreneurs.

"Mentoring for me is a chance to discuss the challenges of moving my business forward. To have an 'outsiders' point of view and to think out of the box. It has been a great confidence builder." Bootstrap Mentee (2020)

The programmes are expertly designed and include an initial assessment of needs, design of programme, recruiting and training mentors and mentees, matching and ongoing support and monitoring towards agreed impact.



SARAH

Sarah has 30+ years experience in education as a teacher, publisher, and corporate leader. Sarah believes in the power of mentoring and has had significant first-hand experience of its impact both as a mentee and mentor on the 30% Club programme. She is a co-founder and CEO of a social enterprise which delivers a mentoring programme, an experienced Non-Executive Director for a mentoring charity, and has consulted with organisations to create a mentoring programme to meet their goals. Sarah leads our Community Programmes at She Leads Change and has been instrumental in setting up our mentoring programme where participants 'pay forward' their experience to social entrepreneurs.



COACHING AND MENTORING

“MY COACH HAS BEEN INSTRUMENTAL IN HELPING ME REACH THE NEXT LEVEL OF SELF AWARENESS AND SELF CONFIDENCE. OUR SESSIONS GAVE ME A TRUE SENSE OF AGENCY; EMBRACING MY PERSONAL LEADERSHIP STYLE.”
SLC PARTICIPANT 2020



We offer 1:1 coaching with our Springboard Panel. This offers more than 100 coaches and mentors, ranging in focus, age, life stage, gender and many other attributes.

Coaches have qualifications in providing people with an opportunity to think through specific ideas and actions and help participants to achieve their ambitions. Mentors offer deep expertise and learnt advice within a sector at senior levels, helping participants make sense of roles, relationships and professional dilemmas.

YOU CAN ACCESS HELP FOR BOTH PERSONAL AND PROFESSIONAL GROWTH CHALLENGES, INCLUDING:

- Increasing confidence
- Challenging assumptions and limiting beliefs
- Working through a career change e.g. a promotion or redundancy
- Supporting return work for new mothers/fathers
- Resolving relationship and communication challenges
- Resilience and repositioning in turbulent times yourself as a result of the global
- Integrating a new joiner
- Managing team dynamics
- Reconnect with vision, purpose and zest for life
- Take effective and targeted action



SULA

Sula became a coach after 15+ years working in equality, sustainability, humanitarian and development. She works closely with individuals and small groups, creating safe, fair, intuitive and nurturing environments to explore and connect with purpose and power. Sula has been a core part of She Leads Change and is passionate about supporting changemakers. She offers absolute attention, a fresh, grounded perspective, healthy challenge and gentle encouragement.



VIOLET

Violet partners with HR to support employees. She is a trained Co-Active Coach and brings leading edge insights from Neuroscience and Organisational Psychology to her work. Her 15 years leading and working in high performing teams has provided her with an understanding of the impact of a high trust and high communication culture and she is focussed on how to motivate people through alignment to a shared vision.

About She Leads Change

***We envisage a world where all can thrive.
Every human being is valued.
Everyone is able to lead and succeed.***

She Leads Change began at the end of 2017. A group of women, each leading positive change, came together for mutual support. It is a leadership development organisation expanding the potential of every person to lead change.

We model diversity. We lead differently. We learn together. We invest any financial surplus into creating accessible places for deserving women. We do this so we can all learn more, innovate better and see further.

We are an experiment in possibility.

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

Lets talk?

The She Leads Change team look forward to hearing from you at lead@sheleadschange.org

Website: www.sheleadschange.org

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

Facebook: facebook.com/SheLeadsChangeUK/

LinkedIn: linkedin.com/company/she-leads-change

Instagram: [@sheleadschangeuk](https://instagram.com/sheleadschangeuk)