SHE LEADS CHANGE

She Leads Change

Programme Overview 2026

Growing the leaders

the world needs now.

Leadership programmes, masterclasses and coaching for change-makers and purpose-driven organisations.

500+ alumni 100+ coaches

YOUR CHALLENGE

Sound familiar?

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Untapped potential

High-potential women and diverse talent who aren't yet leading at the level they could.

Retention and culture

Talented people leave when they don't feel seen, supported or able to grow.

Navigating complexity

Leaders at every level need new skills to work across uncertainty, shifting systems and difference.

Inclusion in practice

Commitments to equity and inclusion need tangible investment and pathways, not just policy

"She Leads Change goes beyond the professional and into the deep personal - helping you find the foundations to lead with courage and confidence."

- Steph Landymore, Responsible Business Coordinator, Sky

She Leads Change exists to address each of these through programmes, masterclasses and coaching tailored to your context.

OUR REACH

500+
Programme alumni

82%
feel more confident

88%
apply learning at work

97%
Improve listening skills

Join a growing community

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THE EVIDENCE

Why women's leadership, and why now?

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The pipeline is broken

- Women are 49% of entry-level staff but only 29% of C-suite roles - unchanged year on year
- For every 100 men promoted to manager, only 81 women make the same step
- 4 in 10 entry-level women have received no development opportunity in two years

McKinsey / LeanIn 2025

Women leaders are leaving

- Women leaders are switching jobs at the highest rate ever recorded
- At a higher rate than men at the same leadership level
- They leave organisations that don't back them - not ones that do

McKinsey Women in the Workplace 2022–2025

Investment delivers results

- Gender-diverse executive teams are 39% more likely to outperform financially
- Companies with 30%+ female leaders achieve 18.9% higher cumulative returns
- At current pace, gender parity in leadership won't arrive until 2053

McKinsey 2023 · MSCI 2024 · Grant Thornton 2024

This is not a pipeline problem. It is a development and culture problem, and it is entirely solvable.

THE BUSINESS CASE

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The cost of standing still

Organisations are losing their best women - not to competitors, but to disillusionment.

2:1

For every woman promoted at director level, two more at that level choose to leave

3×

Cost of replacing a senior employee vs their salary - up to 3 times annual pay

#1

Reason cited in exit interviews is not pay or flexibility- it's lack of development

Sources: McKinsey / LeanIn Women in the Workplace 2022–2025 · Ellevate / Gallup

The question isn't whether to invest in women's leadership. It's whether you can afford not to.

WHO WE ARE

She Leads Change

She Leads Change, led by Sula Bruce, ICF PCC is a **leadership movement for women who are ready to lead more fully** - creating spaces where capable, determined women find clarity, courage, confidence, connection and community to lead on their own terms.

We intentionally design and hold women-only spaces - not as a limitation, but as **powerful environments for growth**, enabling deeper conversation, greater candour, and more expansive ways of leading.

Our cohorts deliberately bring together women from large corporates, NGOs, public sector and self-funded individuals. This **diversity of context is fundamental to the learning**.

We believe leadership development that goes inward creates change that ripples outward - into the teams, organisations and systems we are all part of.

> *She Leads Change has created a real buzz in Pearson. Women notice huge boosts to their self-belief and are brave enough to expand their networks.*
>
> **— Hannah Cheek, Head of Mentoring, Pearson**

500+
Programme alumni

100+
Coaches & mentors

82%
Feel more confident as leaders

88%
Apply learning at work

OUR OFFER

Three ways to work with us

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Each strand can be delivered independently or woven together as a bespoke organisational programme.

Leadership Programmes

Leading From Within

Deep, cohort-based development. Combining inner work, peer learning, coaching and collective action. 3 months, virtual, bi-annual. Each session is co-created by participants, with the facilitation team holding the container. The content is emergent, shaped by the women in the room

Next cohort starts November 2026

Masterclasses

Bite-size, bespoke, high impact

90-minute facilitated sessions on leadership themes, standalone or as part of a wider development offer. Bespoke to your context.

Coaching & Mentoring

1:1, group and team support

Access to our carefully curated network of professional qualified coaches, including ICF or equivalent accredited practitioners across sectors. Individual, group and team coaching. Carefully matched to your people.

FLAGSHIP PROGRAMME

Leading From Within

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A 3-month cohort emergent programme for women wanting to bring themselves more fully to their work and lead with greater clarity, courage, confidence, connection and community therefore greater impact.

Who is it for?

Leading From Within is a UK-based programme, open to women leading change wherever they're based. Women join in their own right, or are sponsored by their organisation.

> *"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 be the leader you know you can be - then I encourage you to sign up."*
>
> **— Dr Eleanor Andressen, Pearson**
> **LFW participant**

Autumn 2026 cohort
Tuesdays 2.30 – 5.30pm GMT

Session 1 · Arrival & Roots	- 3 November
Session 2 · Self	- 17 November
Session 3 · Other	- 1 December
Session 4 · System	- 15 December
Session 5 · Resilience	- 12 January 2027
Session 6 · Integration	- 26 January 2027
Session 7: Community	- 11 February 2027

Virtual · All sectors
3 days total time away from work over 3 months

What's included?

- 7 × 3-hour group learning sessions
- 1:1 peer coaching sessions and option for professional coaching with our carefully curated network of qualified practitioners
- Facilitated peer group of 6 women
- 12 self-directed reflective exercises
- 1 × community networking session
- Leading as part of the programme, not afterwards

How can I apply?

APPLY NOW

Complete the application form here or get in touch:
Email lead@sheleadschange.org **Visit** sheleadschange.org or
Schedule: a 20 minute conversation with Sula Bruce

If you're reading this, there's still time.
Applications close when the cohort is full.
Places are limited.

MASTERCLASSES

Bite-size learning, big impact

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90-minute facilitated sessions for men and women on leadership themes including: -

Leadership Development

- **Authentic connection** - Leading from the Heart
- **Breaking Barriers** - realising potential
- **Reframing the Leap** - leading through career transition
- **Resilience & wellbeing** - Protecting Mental Health

Team & Inclusion

- **Leading Inclusivity** - welcoming diversity
- **Leading Collaboratively** - collective leadership
- **Whole Person Leadership** - reintegrating with confidence post parental leave & supporting parents to thrive

Organisational Change

- **Leading Change at Scale** - systems thinking
- **Navigating Change** - adapting and thriving
- **Meaningful Leadership** - purpose and values
- **New Narratives** - storytelling for change

Leading From Within is deliberately a women-only space — that's what makes the depth of honesty and candour possible. Masterclasses serve a different purpose: many organisations are building inclusive leadership and culture across their whole team, and that work is stronger with men in the room than without them. So masterclasses are available as women-only or mixed-gender sessions, depending on what your organisation is trying to shift.

Masterclasses can be standalone sessions or as part of a wider development offer including Peer Mentoring · SLC cohort programmes · Ongoing 1:1 or group coaching. All sessions are bespoke to your context.

COACHING & MENTORING

1:1, group and team coaching

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We work with a carefully curated network of experienced coaches and mentors, including ICF-accredited PCC and ACC practitioners with diverse backgrounds across sectors, roles, and life stages.

Each participant is thoughtfully matched to ensure the right fit for their context, goals, and stage of leadership.

Where coaching is most valuable

- Career transition, progression or pivot
- Returning after extended leave
- Navigating team dynamics and complexity
- Building confidence and self-awareness
- Reconnecting with purpose and leadership identity

"My coach has been instrumental in helping me reach the next level of self-awareness and confidence. Our sessions gave me a true sense of agency and helped me embrace my personal leadership style."

- Leading From Within graduate

Coaching packages are available for organisations, individuals, groups and teams.

Get in touch to discuss your needs.
We'll find the right fit.

OUR DIFFERENCE

What makes She Leads Change different

She Leads Change is learning, support and community in one.
You do not learn about leadership here and apply it later. You lead on the programme itself.

The whole leader

We don't just build skills. We transform leaders, developing self-awareness, confidence, purpose and agency to lead from a place that is unmistakably yours.

Proven impact

97% improve listening skills. 82% feel more confident as leaders. 88% bring learning into their workplace.

Peer-led and co-created

The facilitation team hold the container; the group fills it - bringing the wisdom. Participants co-create every session - and leave having led, not just learned.

Expertly held

A carefully chosen team of facilitators with deep expertise in coaching, systems change, inclusion, resilience & strategy bring deep challenge, encouragement and care, to hold each woman to her highest.

Diversity as a feature

We deliberately bring together women from different sectors, backgrounds and life experiences. This breadth is fundamental to the learning.

Flexible and bespoke

Programmes, masterclasses and coaching can be combined and tailored to your organisation's specific needs.

Not just doing leadership better. Being a better leader.

sheleadschange.org

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> *"I reached out to She Leads Change as I saw the significant positive impact it had on a member of my team. I wanted others to bring more of themselves to their work."*
>
> **- HR Director**

Let's talk.

If you'd like to explore what She Leads Change can offer your organisation - whether that's the next Leading From Within cohort, a masterclass series, coaching programmes or something more tailored - we'd love to hear from you.

Schedule a 20 minute conversation with Sula Bruce to discuss

EMAIL
lead@sheleadschange.org

WEB
sheleadschange.org

LINKEDIN
linkedin.com/company/sheleadschange

Next cohort: Leading From Within begins 3 November 2026

We want She Leads Change to be accessible to as many women as possible.
If you have accessibility needs or would benefit from reasonable adjustments around pace, format, materials or anything else please get in touch before applying so we can talk through what's possible.