

Women's Development Programme – Building Resilience



This one-day stand-alone module, one of four in the Women's Development Programme, looks at balancing the conflicting demands in busy lives by exercising personal power, being assertive and influencing others

Overview of the Women's Development Programme

Women bring different perspectives and voices to an organisation, to the debate and to decisions taken. Studies have shown that the environment for women in senior roles improves once about a third of leaders at that level are female, and that a 'critical mass' of 30% or more women at board level or in senior management produces the best financial results.

There is a striking correlation between strong business performance and women's participation in management. The failure of any business or economy to maximise the talents of all its people will result in below-par performance. Tapping into the under-utilised pool of female talent is vital if organisations are to respond to rapidly changing expectations.

Women tend to undervalue their own skills, achievements and experiences and the relatively low number of successful female role models often compounds stereotypes and reinforces perceived difficulties in rising up the organisational ladder.

Although things are changing, women's careers are disproportionately disrupted through caring responsibilities at various stages in their working lives. Many women are 'sandwich carers' providing care for ageing parents as well as younger generations. Recent research suggests that talent progression for women stops at around age 45 though they will have valuable skills that should be highly prized in the workplace.

A development programme which allows women to take time to reflect on their achievements so far and focus on their aspirations for the future can only bring benefits to them and the organisation supporting them. This modular programme aims to help women develop and promote a positive self-image, and achieve the visibility needed to achieve their career and personal goals.

Other modules in the programme include: Confidence Building, Goal Setting and Career Planning, and Image, Visibility and networking.

South East Training is the trading name of South East Training Network Limited

Registered in England and Wales No: 07221826

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Overview of the Building Resilience Module

This workshop looks at the significant challenges present in balancing the conflicting demands in a busy life. It offers healthy ways of dealing with stress and overcoming nerves and discusses how, by taking an assertive approach, our personal impact on others can be improved.

It also considers the different forms that personal power can take and how successful outcomes can be achieved by effective use of influencing skills.

Learning Objectives

On completion of the programme, participants will be able to:

- Recognise levels of stress and pressure
- Identify healthy ways to manage stress and overcome uncomfortable pressure
- Demonstrate understanding of the importance of assertive behaviour
- Demonstrate understanding of and the difference between assertiveness and aggression
- Demonstrate assertiveness appropriately in the group and in the organisation
- Explain and demonstrate an understanding of personal power and influence
- Identify their preferred influencing style and how they can improve their ability to influence in a range of situations.

Content

- Introductions
- How do you know when you are stressed?
- Ways to effectively manage stress and uncomfortable pressure and how to achieve a healthy balance
- Understanding assertive behaviour and being confident in using it appropriately
- The differences between behaving aggressively and assertively
- The extent of personal power to influence
- What constitutes Formal Authority, Expertise, Resource Control and Interpersonal Skills and how to use these to greatest effect
- Review own influencing styles
- Learning review of the module and post module actions

This face-to-face event:

- Allows for skills practice in a safe environment
- Provides the opportunity to build networks by allowing participants to form alliances/friendships/support mechanisms
- Uses discussion to share feedback and experiences.

The programme provides the tools, direction and confidence needed for you to advance your career and also have an impact on your organisation.

In a programme that is exclusively for women, you will be able to focus on your own development and challenges in a room full of people with similar issues and experience. You can explore your identity, strengths and weaknesses well apart from your usual context. And, importantly, the content is tailored to you as a woman.

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