

EXECUTIVE LEADERSHIP PROGRAMME

SPRING 2020

**DEVELOPING HIGH POTENTIAL
SENIOR WOMEN LEADERS**



ABOUT INCLUSIVE BOARDS

Inclusive Boards (IB) is a boutique executive search firm based in London and the Midlands. We were set up to support organisations and sectors in their efforts to develop more diverse boards, senior leadership teams and stronger governance structures. Our services include Executive Search, Advisory, and Conferences. We also deliver Executive Training and have a flagship tech campaign in collaboration with the Financial Times (Inclusive Tech Alliance).

OUR NETWORK

60,000

**SENIOR LEADERS AND
PROFESSIONALS**



60% FEMALE



40% BAME

WHY THIS PROGRAMME

From 'glass-ceilings', 'leaning-in' and 'Onlys' to the 'motherhood gap', women in senior leadership positions face a number of barriers. These include gender stereotypes and unconscious bias. Women face structural obstacles such as being under-mentored and under-sponsored as well as societal pressures including having to balance career and care giving responsibilities.

The 2018 Hampton-Alexander review revealed that around 40% of all appointments need to go to women in the next two years for the FTSE 350 to reach a target of 33% representation by 2020.

Women executives rarely have an opportunity to come together and share their leadership experiences in a learning environment that has direct relevance and personal impact. Inclusive Boards Executive Leadership Programme has been designed to do just that!

A woman with blonde hair, seen from behind, is holding up a smartphone to take a photo of a presentation screen at a conference. The screen displays a slide with the word 'STRATEGY' and a small graphic. The background is a blurred conference setting with other attendees and tables.

**THE ONLY EXECUTIVE
LEADERSHIP PROGRAMME
WHICH GUARANTEES A
BOARD PLACEMENT.**

DELEGATE PROFILE

- You have reached the office of vice-president, department Head or business unit director or have an equivalent level of responsibility.
- Identified as a high-potential leader.
- You aspire to reach a board or senior leadership level role in the next 2-5 years.
- You are at a point where the requirement to lead and influence people is becoming increasingly significant in determining your success.



DEVELOPING LEADERS FROM SOME OF THE UK'S LARGEST CORPORATIONS

Moneysupermarket
Group



SMARKETS

group^m

CityFibre

HSBC 

wood.

 Draper Esprit

LLOYDS
BANKING
GROUP 

 deliveroo

PROGRAMME TIMELINE: **SPRING 2020**

April

Programme Launch

- Pre-programme survey.
- Launch Dinner, 'Women in High Office', Mayfair.
- Optional programme reading

May

May Residential - Leadership Theory and Reflection

- Leadership Development Residential.
- 2 days facilitated learning.

June

1:1 Executive Coaching and Webinar

- Work with a professional executive coach to develop clear aims for your ongoing personal and professional development.
- Optional programme reading.

July

1:1 Executive Coaching

- Work with a professional executive coach to develop clear aims for your ongoing personal and professional development.
- Optional programme reading.

August

Webinar

- Live webinar.
- Optional programme reading.

Sept

September Residential - Practical Application of Learning

- Leadership Development Residential
- 2 days facilitated learning,

October

Closing Dinner and Board Placement

- Closing Dinner, 'Meet the Chairs', Institute of Directors.
- Delegates will be placed on a Board by Inclusive Boards to put into practice their learning.

CORE CONTENT

Through facilitated learning, psychometric profiling, 360' feedback, 'safe space' discussion, 1:1 coaching, networking events and a board placement, you will gain the skills, confidence and network to progress to a more senior and/or board role.

Practical application of your learning is encouraged by facilitators and coaches who ensure your understanding meets the needs of your leadership and organisational context.

Learning content is facilitated by leading academics, who support you to advance your leadership knowledge.

MODULE 1:

LEADERSHIP THEORY AND REFLECTION

- Personality and leadership
- Navigating progression
- Leadership theory
- Creativity in leadership
- Developmental networks
- Decision making and bias
- Work-life interface
- Organisational culture

MODULE 2:

PRACTICAL APPLICATION OF LEARNING

- Board CV and skills webinar
- Personal development review
- Negotiation and conflict management
- Challenges in strategic leadership
- Career development
- Building your brand
- Continuous development
- Board placement



BOARD PLACEMENT

Post-programme completion, Inclusive Boards will support you to source a board placement.

This will be a temporary placement on the board of a not-for-profit, public body or tech company.

This placement ensures you can evidence first hand board experience. For those with experience, this is an opportunity to expand and diversify your board portfolio with a placement in a new sector.

External board experience is essential if you are looking to progress to the board within your organisation.

**YOUR STEPPING STONE
TO A FUTURE BOARD
APPOINTMENT**



MEET THE EXPERTS

The programme brings together leading academics, board members and expert professionals from a range of sectors to deliver programme content, participate in panel discussions and offer practical advice based on lived experience. Previous experts have included:



Dr Esther Canónico
Fellow at London School
of Economics
Course Facilitator



Natasha Christie-Miller
Divisional CEO
Ascential Plc
Programme Speaker



Amanda Rendle
Independent Non
Executive Director
Tesco Bank
Programme Speaker



Samuel Kasumu
Managing Director
Inclusive Boards
Programme Speaker



Sukhi Jutla
Board Member
Lord Mayor's Digital
Skills Board
Programme Speaker



Dr Selin Kesebir
Associate Professor
London Business School
Course Facilitator

OUR ALUMNI SAY...

'Very engaging and thought-provoking'

– Executive Programme Delegate.

'I have enjoyed my experience with the Executive Leadership Programme. It has allowed me to connect with women leaders in a wide range of industries and learn from their experiences. It's a great initiative to place women in board positions and develop their executive leadership skills.'

– Executive Programme Delegate.

'Very satisfied with networking and time for self-reflecting'

– Executive Programme Delegate.

"I really value the reflection it has given me - so many things I haven't thought about".

TRAINING DELEGATE

"I enjoyed meeting Inspiring and witty women".

TRAINING DELEGATE

De Vere Latimer Estate



Institute of Directors, Pall Mall

AT A GLANCE

Dates:	Spring cohort : April - October 2020*
Duration:	6 months
Location:	London, Midlands and online
Programme fee:	£5,750 + VAT
Accommodation:	Inclusive in the cost
Travel:	Exclusive of the cost
Deadline**:	15th March 2020

**Dates for the Autumn cohort available upon request*

***Application forms available upon request*

CONTACT US

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