



Strengths@work

## Next Level development programme from Consulting Women

*"I couldn't decide which was more exciting, the work we did in the group or that which happened between sessions. What I do know is that the changes I've experienced within myself are permanent and have given me the confidence to step out from behind incompetent leadership and steer my own ship. I now know how to use my strengths to achieve my own goals."*

**Commercial Director of Cambridge Technology Company**

The Next Level development programme, from Consulting Women, is designed for anyone motivated to reach their Next Level. This may be discovery of a career goal and understanding how to use strengths to achieve it, identifying new personal effectiveness behaviours, or employing new strategies to achieve satisfying business or team leadership.

Common reasons for choosing to participate in Consulting Women's Next Level programme include:

- An urgent need to take fundamental decisions concerning career, life choice or life stage;
- A plan to re-enter organizational life after a study or career break;
- A wish to address persistent issues, whether strategic, team, or personal;
- A desire to deal effectively with change outside an individual's control, often but not always, within a complex organisational structure.

*"The Next Level has enabled me to truly acknowledge my strengths and then to maximize the use of them in everything I do. This has brought results in terms of how I am perceived, improvements in my performance and ultimately, an increase in responsibility at work."*

*I would recommend the programme wholeheartedly, and Gill and Moira in particular, who both have a knack at getting to the heart of an issue very quickly. Their warmth and support is an integral part of the programme and I am very grateful to them for this."*

**Sara Charman, Director MGM Assurance**

## Next Level Open Women's Programme 2012

The four day programme will be available on the following dates in London. Use the fax back form or email address below to reserve your place.

26<sup>th</sup> & 27<sup>th</sup> January, 23<sup>rd</sup> February & 27<sup>th</sup> March 2012

11<sup>th</sup> & 12<sup>th</sup> September, 3<sup>rd</sup> October & 1<sup>st</sup> November 2012

### How the programme will help you achieve your goals

The Next Level programme focuses on inherent strengths unlike most development processes which focus on 'weakness'. We also build your awareness of how cultural and political factors work in your environment. This results in you better understanding the context you operate within and more satisfying performance.

We combine a range of proven methodologies and practical exercises specifically designed to meet your goals and, if relevant, those of your organisation. After completing Consulting Women's Next Level programme you will have:

- Growing awareness of your strengths and an understanding of how you can use these strengths to achieve your specific goals;
- The ability to see others' strengths and inspire them to bring to these strengths to your business or organisation
- Access to a community of individuals able to facilitate and support your continued growth.

*"The women I have supported in attending this programme have returned to work as very different, confident people - able to overcome obstacles, realize their potential, and transform their contribution to their team."*

**Ian D. Smith, IT Business Leader  
PricewaterhouseCoopers**

### What can I expect from the Next Level programme?

**Phase 1** is an intensive two-day seminar, which introduces practical tools and techniques relevant to the goals and questions of the group. Participants leave this session with specific challenges in pursuit of their personal 'Next Level'.

**Phase 2** provides the opportunity to leverage previous achievements using more practical exercises and supported by the whole group.

**Phase 3** focuses on how participants can use their strengths and skills to support others in moving to their 'Next Level'.

We are innovative in finding ways to support each person in the achievement of their unique goals and tailor the programme to surface and release the talent of each participant. We can meet with participants' sponsors prior to the workshop, to ensure all parties achieve their goals.

## What will individuals get from the programme?

Alumni attribute the following achievements directly to their participation in the programme.

### Work Related Achievements

- Board appointment to lead a company-wide change programme;
- Surviving & thriving in difficult City conditions;
- Resolution of conflict and improved relationship for Managing Director and Chair;
- Convening a forum for mentoring and sharing experience by an industry senior;
- Understanding a business' 'culture cycle' and positioning her team for success;
- Finding a way to lead successfully through politically complex issues.

### Personal Achievements

- Leaving past experience behind;
- Renewing confidence before return to work;
- Discovering career goal and understanding how to use strengths to achieve it;
- Rekindling of commitment to business life;
- Being recognised by managers;
- Achievement of a new equilibrium between personal, professional & family life demands.

*"The 'Next Level' taught me how to use my talents to devise effective strategies to achieve good outcomes for my organisation."*

*Jan Knight, CEO Brent Mind*

## What will employers get from the programme?

By supporting employees in attending the 'Next Level' programme, organisations have observed the following tangible outcomes from participants:

- Confident and inspiring leadership;
- Retention of valued staff, particularly those with scarce skills;
- Team members who are engaged, energised and enthusiastic about their work;
- A flow of new ideas and connections with other individuals and organisations.

*"I continue to be astonished at what emerges. I enjoyed the programme so much and it has been enormously useful to me this year. The combination of skills that you both bring is both powerful and enlightening."*

*Jackie Ashley, Head of Change Unipart*

## Overview of the Next Level Programme

Attended by no more than six people, from diverse backgrounds, we meet in the comfortable surroundings of the Barbican, overlooking the City.

Working within agreed confidentiality, the Programme lasts four days which comprise three distinct stages of development work.

### Phase 1 - Growing Awareness

This phase will typically help you answer the following types of question.

- What is my 'Next Level' and how can I create this?
- What are my strengths and how do I use them?
- What are the dynamics of my business context and how do I use my strengths more effectively within it?

### Phase 2 - Transforming

This phase will facilitate your understanding of how to transform your situation from what it is now into what you would like it to be.

### Phase 3 - Deepening Strengths

Understand how to truly apply your strengths and work with others' strengths by answering questions such as:

- How am I achieving my 'Next Level'?
- How do I recognise and listen for strengths in others?

## About Consulting Women

**Consulting Women** is dedicated to the development of individuals by applying proven tools to address the specific needs of each group. The programme leaders are experienced individuals committed to providing inspirational results for their clients.

**Moira Siddons** is an experienced non-executive director, an executive coach and a facilitator at Board level. Moira spent 30 years with PricewaterhouseCoopers (and its predecessor firms) including 13 years as a partner.

**Gill Avery** MBA, BA Hons. is co-founder of Consulting People which provides strategic support to businesses needing to achieve sustainable culture change. For nearly 20 years she has coached and consulted to individuals leading organisational change and seeking new paths in their lives. Gill worked for 13 years in BT and was the first woman on the board of BT Training.

Consulting Women acknowledge and draw creative inspiration from the work of Mike Vernon, Consulting People Ltd. (Business Transformation Cycle/Golden Path//Double Loop Learning), Judith Hemming (Constellations), Sandy Cotter (Bioenergetics).

To find out more contact: [info@consultingwomen.co.uk](mailto:info@consultingwomen.co.uk) or visit [www.consultingwomen.co.uk](http://www.consultingwomen.co.uk)