

ICAEW



WOMEN IN LEADERSHIP

A new leadership development programme
for women in finance



BUSINESS WITH CONFIDENCE

[icaew.com/leadership](https://www.icaew.com/leadership)

WHY CHOOSE WOMEN IN LEADERSHIP?

ICAEW has developed a new leadership programme designed to support women in finance working across practice, industry or the public sector aiming for director, partner or senior management roles.

Launching in April 2011, the nine-month programme will focus on developing participants' unique leadership style through a blend of workshops, peer learning groups and one-to-one mentoring sessions.

This collaboration between ICAEW, our employers, leadership development providers and mentors is tailored for finance professionals and is aimed at creating inspirational, confident female leaders.

WHY HAS ICAEW DEVELOPED THIS PROGRAMME?

With the demand for greater diversity in the boardroom, and against the backdrop of recession, we want to help employers nurture their growing pool of female talent and build the pipeline for future leaders.

We undertook research with leading employers and leadership experts to ensure the programme design meets the complex and differing leadership development needs of women transitioning to the next level.

We have developed the content and format to suit the different needs and aspirations of women working in a male dominated environment, helping women develop their confidence, impact and potential in today's competitive business environment.

OUR CREDENTIALS

We are committed to helping advance the role of women in the profession and we have been finalists in the following awards during 2010:



Advancing Women in the Workplace Award



Corporate Award

EMPLOYER BENEFITS

This programme is designed to complement existing retention strategies for your top female talent, help you understand their aspirations and create an environment in which participants will:

- develop their unique leadership style
- understand their strengths and how they can use them to transform their leadership contribution to your organisation by working on a live business issue
- generate new ideas and connections with other individuals and organisations
- learn about the dimensions of leadership in complex organisations
- become more loyal, energised and engaged about progressing within your organisation
- work with their line manager to agree leadership objectives.

PARTICIPANT BENEFITS

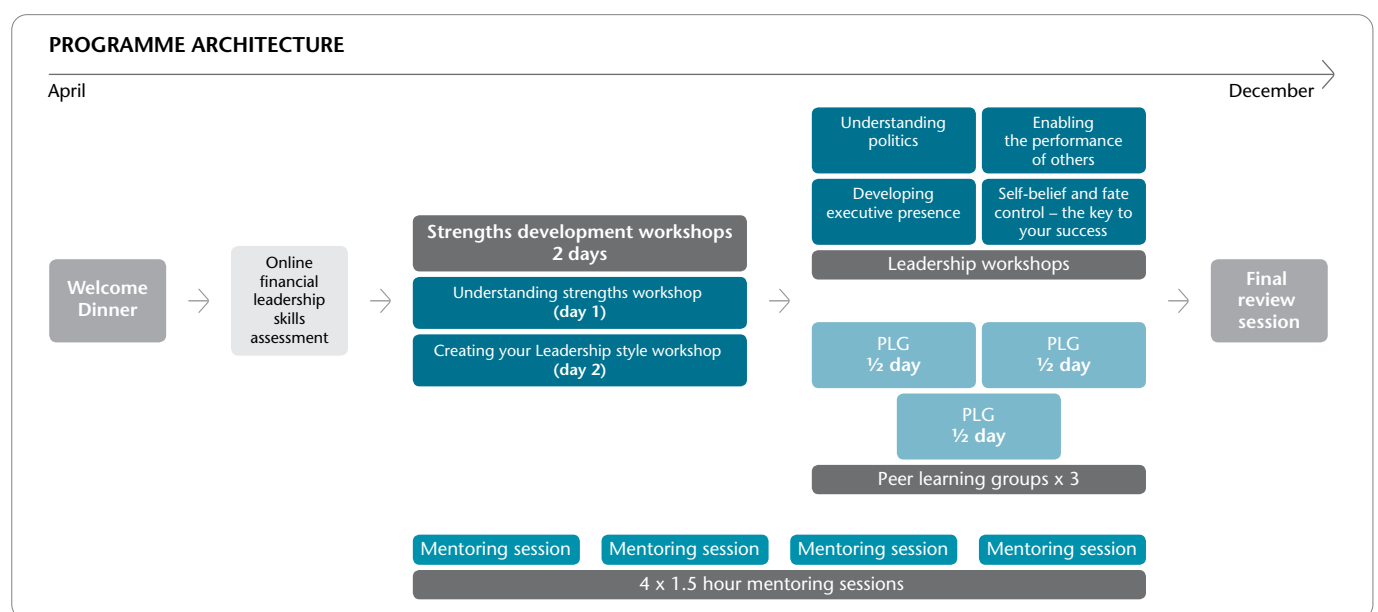
This programme is at the cutting edge of female leadership development and has been designed to meet the demands of the new business generation.

Participants will:

- work with some of the UK's top leadership development experts
- develop skills essential to doing 'good business'
- better know their strengths and how they can use them to support their organisation, clients and colleagues
- equip themselves to better survive and thrive in difficult City and economic conditions
- build a meaningful network of contacts with other relevant individuals and organisations.

PROGRAMME CONTENT AND STRUCTURE

The nine-month programme will take place between April and December 2011 and will include an online leadership skills assessment, strengths and leadership workshops, peer learning groups and one-to-one mentoring sessions.



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Scheduled activities will include:

- an online leadership behavioural assessment including 360 degree input;
- a round-table welcome dinner;
- a two-day intensive workshop where participants will:
 - identify their strengths, shaping their leadership focus and areas for development; and
 - develop their unique leadership style, which they will continue to rehearse and refine throughout the rest of the programme
- leadership workshops on topics including:
 - understanding politics, managing perceptions and exercising influence;
 - enabling the performance of others;
 - developing executive presence; and
 - self-belief, fate control and confidence – the key to your success
- three peer learning groups looking at the practical implementation of skills learnt during the workshops by sharing personal challenges, current business issues and case studies;
- one-to-one mentoring sessions with senior FTSE board directors, finance directors, entrepreneurs and partners from accountancy firms; and
- a final session for participants to review their development over the programme, identify their next steps and consolidate their learning.

**APPLY FOR WOMEN
IN LEADERSHIP**

Contact Rhonda Martin on
+44 (0)207 920 8710 or email
rhonda.martin@icaew.com

WOMEN IN LEADERSHIP MENTORS

As a world-class professional accountancy body we have access to inspirational mentors from top organisations, experienced in leadership development within the finance profession.

Mentors supporting the Women in Leadership programme include:



Bob Griffiths

Bob is a chartered accountant who has always been more interested in people than figures. He has been working as a coach for over fifteen years, enabling individuals, teams and organisations to face the challenges to growth and success.



Francesca Lagerberg

Francesca is Tax Partner at Grant Thornton, where she runs the National Tax Office and is responsible for a practice of over 750 tax professionals. She helps develop talent within the firm as part of her role. She is also a well-known commentator on tax issues in the press.



Gita Patel

Gita is a co-founder and director of Stargate Capital and a fund manager. She launched Europe's first investment fund targeting women-focussed businesses. She serves on the boards of a number of private companies and is also listed in the Asian power 100.



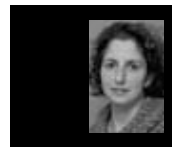
Gill Avery

From her position as the first woman on BT's Learning and Development board, Gill co-founded an organisation and leadership development boutique. Over 20 years, Gill has been involved in major change consultancy – coaching and mentoring leaders and others, especially women, whose ambition has been to lead.



Moira Siddons

Moira is a non-executive director of a mutual life assurance company and chairman of its audit committee. She is also an executive coach to directors and senior managers. Prior to this, Moira spent 30 years with PwC (and its predecessor firms) including 13 years as a partner.



Xenia Walters

Xenia is UK CFO for Regus plc and has full responsibility for Finance, IT, HR and Procurement. Prior to Regus, Xenia held senior financial positions within the private equity arena and several UK and overseas listed companies.

The above are part of a growing pool of experienced mentors currently working with ICAEW on our portfolio of leadership programmes. For a full list of mentors available to participants of the Women in Leadership programme please contact Rhonda Martin.

“ I’d encourage all my staff to participate in ICAEW leadership programmes. They are well-structured, providing excellent networking opportunities and the time for talented executives to prepare themselves for their next big career moves.

FTSE Chairman

“ For me, the best element of the programme has been the mentoring. Having access to a business mentor with a huge range of experience who is willing to devote dedicated time to looking at your own issues and provide real insight into similar situations in other organisations is extremely useful indeed.

Tax Partner, Big 4

“ The three key things I’ve got out of the programme are great external perspectives, access to a fantastic network and great insight into what other organisations are thinking in the market place. It really complements our internal leadership development courses.

Director, Financial Services, Big 4



As a world-class professional accountancy body, ICAEW provides leadership and practical support to over 134,000 members in more than 160 countries, working with governments, regulators and industry to maintain the highest standards.

Our members provide financial knowledge and guidance based on the highest technical and ethical standards. They are trained to challenge people and organisations to think and act differently, to provide clarity and rigour, and so help create and sustain prosperity. ICAEW ensures these skills are constantly developed, recognised and valued.

Because of us, people can do business with confidence.

ICAEW

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