



CONSULTING | WOMEN

The Next Level Leadership Development for Women

Introduction

Consulting Women's **powerful** and **intensive** Next Level programme is designed to help women take the next **significant step** in their careers. For over **twenty years**, women from diverse backgrounds have been strengthened to reach their next level, and to succeed in **career, strategic or operational leadership**, through attending our programme.

Our programme design principles ensure **success**:

- A small group of women, maximum 6, working with two experienced facilitators, within agreed boundaries of confidentiality
- Commencing with two full days, back to back, with two further days, one in each of the following 2 months allowing time for practice and growth back in the work place between group sessions
- A core focus on understanding and developing each individual's inherent strengths and discovering how they can be targeted to achieve their next level
- Group work designed to ensure that each participant focuses on their individual challenge/question, with the group giving active support
- Individual coaching call before the start and after the programme ends to optimise success

Our 2025 Spring Programme includes:

A one-hour pre-programme individual coaching call

19/20 March – 2 days back-to-back live group workshop

7 May – 1-day live group workshop

13 June – Final day live group workshop

A one-hour post-programme individual coaching call

Booking and enquiries
info@consultingwomen.co.uk

This programme is life changing, with long lasting impact.

Head of Learning and Development for Tax and Business Services. Professional Services firm

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A programme which will help you to find out who you really are and help you to get to where you want to be. A programme for developing strengths and not areas of weaknesses – who wants to develop those? This is a powerful course delivered in safe hands.

NHS senior manager

How you will achieve your Next Level

The Next Level programme helps you build your inherent **strengths** (unlike most development processes, which focus on “gaps”), and your **political or systemic intelligence**. Strengthened in this way, you can free yourself to achieve your true **goals**. We combine a range of **proven methodologies** and **practical processes** specifically designed to help you achieve your Next Level and, where relevant, meet the needs of your **organisation**. After completing the programme you will have:

- A growing awareness of your strengths and how you can skilfully achieve your goals
- The ability to see other’s strengths and inspire them to bring them alive in your business or organisation
- Confidence to navigate many of the cultural and political factors at work in your environment
- Connection to a purposeful network of other women with similar challenges

What can I expect from The Next Level?

Phase 1 **Growing Awareness**

This is an intensive two-day seminar that introduces practical tools and techniques relevant to **your goals and questions** and your work.

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 unique strengths and how do I use them?

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Phase 2 **Going Within and Transforming**

The focus of this day is on reflection, exploration and deepening your learning from the first phase, and individual time, with group support, to practice new ways of working.

Phase 3 **Deepening Strengths**

This final day focuses on the practical achievement of your Next Level by answering questions such as:

- How am I achieving my Next Level now and in the future?
- What are the dynamics of my business context and how do I use my strengths more effectively within it?

After the final one-day workshop, each participant will have another individual call with either Moira or Claire with any further practical support that might be needed and to encourage on-going learning and development.

What might I achieve from joining the Next Level?

Our **alumni** attribute the following **business, career, and personal achievements** directly to their participation in the Next Level

- Board appointment and a role to lead a company-wide change programme
- Surviving and thriving in very difficult conditions
- Resolving conflict and improving board relationships
- Personal and team success through diagnosing business “culture cycles” and positioning for success during times of threat
- Transitioning from being perceived as a technical expert to being a leader of business-wide decision making
- Renewing confidence before return to work

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- Identifying career goals and using strengths and courage to achieve them
- Finding a new equilibrium between personal, professional & family life demands

What will employers get from the Next Level?

Sponsoring managers have observed Next Level alumni to bring:

- Confidence, skilful and inspiring leadership
- Renewed commitment resulting in the retention of valued staff
- Energy and enthusiasm to their business and future
- A flow of new ideas and connections with individuals and organisations

We have observed a greater degree of confidence in some individuals, and others are more certain about who they are, what they contribute and what role they want and need to play in the team

FS Employer following team workshop based on our Next Level approach

Consulting Women's Next Level programme is now in its **twentieth successful year** and has inspired elements of other prestigious leadership programmes.

Next Level alumni include leaders from:

BBC, British Council, BP, Capco, Deutsche Bank, Eon, ICAEW, IRM, MGM Advantage, PwC, Taylor Wessing, Warwick Business School, KPMG, BMT, Hassell, Ark Schools, Kohler Mira, Cohesive Group, Saffery Champness, IFGL and many others

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About Consulting Women

Our Foundations

Consulting Women was founded more than 20 years ago by Moira Siddons and Gill Avery. Both **experienced business leaders**, our commitment was to provide inspirational results for our clients through in-house team development, open programmes, coaching and mentoring. Always **innovative** in finding ways to support each person and organisation in the achievement of their unique Next Level, our aim was to **surface and release the talent** of each participant.

Our Future

With a desire to create a business that would spread beyond our hands and into the future, we have held our hearts and minds open to potential associates and or colleagues that would continue with our founding ethos of putting our clients and our participants at the heart of what we offer and how we work.

Over 10 years ago Claire Fry attended one of our Women in Leadership programmes and since then she has been working directly with Gill in various capacities. Over those years Claire stepped out of her leadership role within an organisation and set up her own business, Pale Blue Coaching Ltd, aimed at empowering people to be who they truly are and supporting organisations to truly embrace diversity in the workplace. In her own words *"I work with the aim of releasing the individual and inimitable potential of my clients"*.

When Gill was very unexpectedly diagnosed with terminal cancer in 2023, and died just a few months later, she had already expressed her hope that Claire would be a part of our future in some role or another.

Gill was very glad to know, before she died, that Claire was equally glad to be a part of that future and we are now approaching our 4th Next Level programme together.

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