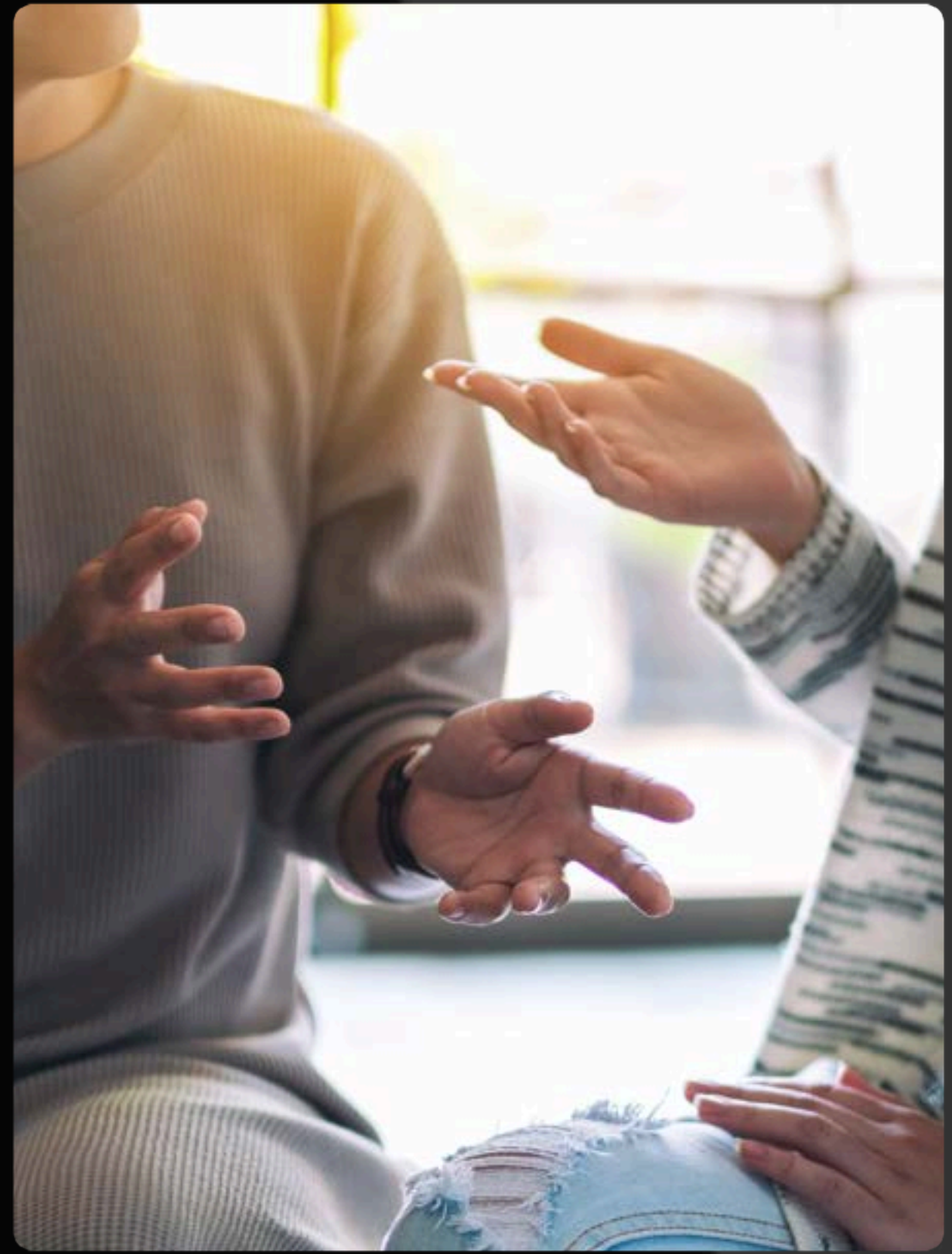




MEET THE **WOMAN** BEHIND THE WOMEN

Training Programmes | 1-2-1 Coaching | Group
Facilitation | Mentoring | Train the Trainer

thewomanbehindthewomen.com



Jo Phillips



Areas of expertise

- Programme, and curriculum management
- Delivering bespoke programmes
- Authoring and curating learning
- Executive Coach & mentor
- Women in leadership
- Self-belief and confidence
- Diversity & Inclusion
- Bolton & Bolton Social Styles
- Personal Branding & Allyship

Education and qualifications

- ILMI7 Post Graduate Diploma
- Executive & Senior level
- Coaching & Mentoring
- Systemic Team Coach Certification
- Positive Intelligence practitioner
- Certificated Hogan Personality Assessor

Jo's early career was success in the Recruitment and staffing industry, for market leaders, such as, Staff line, Kelly and Adecco, before heading up Adecco's sales academy. Jo then transitioned into a role at national level, researching, designing, and delivering Learning and development for a boutique agency, across several mediums, including, classroom, static learning, online, and face to face.

Jo has extensive experience having delivered over 23,000 hours of training, from onboarding, to process and procedure, legislation, sales cycle, recruitment, interviewing, assessing, management, leadership, and senior level trainings.

She also coaches and mentors' senior leaders, for whom she acts as a confidential sounding board and trusted critical friend. Jo's flair, passion and enthusiasm for women shines through in all that she does. She has worked with leading companies and organisations.

Jo is fixated on providing the solution to achieving female representation on boards. Jo has designed a programme to accelerate women's careers within the framework of their organisation. This programme is designed to Empower, Elevate and help women to Excel, within their organisation, increasing retention levels, by providing much needed specialist development at critical points during a female's career. Ultimately, future proofing the organisation, against attrition, elevating the EVP and becoming an employer of choice for female talent. Thus, solving the programme of a leaky female pipeline between management and leadership. During the programme, Jo partners with Jeremy Stockdale of Ylead, to assist senior leaders in their development and understanding of allyship's core role as the vehicle in which female ascension can be achieved.

Jo is recognised for her inclusive, open, and knowledgeable approach. Jo also works 1-2-1, one by one, and coaches' women to help them to achieve their potential, last year alone Jo's clients gained an average salary increase of 39% with the highest increase being 70K, Jo is passionate about diversity and inclusion and is a gold level facilitator for Google's #IamRemarkable global initiative.

Jo's client's include, Softwire, Hargreaves Lansdown, Curry's PC World, DHL Supply Chain, Tencent, Glean, Bosch Rexroth, and many more. Jo is based in the UK, has a preteen son, and is an avid fan of reading. She is constantly researching the challenges that women face, is a pod cast guest, and thoroughly enjoys public speaking.



GREAT TO MEET YOU

About Jo Phillips | MD & Global Facilitator

AREAS OF EXPERTISE

Womens' ascent within the corporate sector;

- Programme, and curriculum management
- Delivered 23000 hours of bespoke programmes
- Authoring and curating learning
- Executive Coach & mentor
- Self-belief and confidence
- Diversity & Inclusion
- Bolton & Bolton Social Styles
- Reframing thinking
- Influencing change

- Education & qualifications
- ILMI7 post graduate diploma
- Executive & Senior level
- Coaching & mentoring
- Systemic Team Coach Certification
- Certified Hogan Personality Assessor

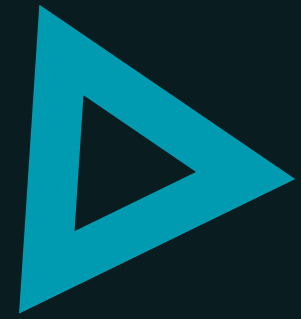


LevelUp

Female Talent & Allyship

DESIGNED BY JO PHILLIPS, THE WOMAN BEHIND THE WOMEN IN PARTNERSHIP
WITH JEREMY STOCKDALE, GLOBALLY RECOGNISED LEAD IN ALLYSHIP

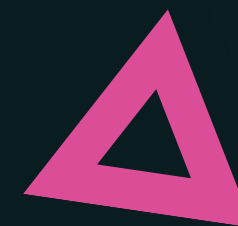




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“Deep-rooted societal expectations often dictate **predefined roles for women**, perpetuating stereotypes that hinder their advancement into leadership roles.”

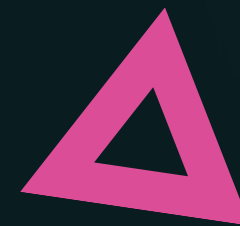
JO PHILLIPS - MD & FOUNDER 'THEWOMANBEHINDTHEWOMEN



“

**"In order for women to become bigger, men
don't have to become smaller"**

JEREMY STOCKDALE YLEAD MD -
ON WEDNESDAYS WE SMASH THE PATRIACHY, FOUNDER OF THE GLOBAL INITIATIVE



WELCOME TO

LevelUp

A transformative journey with the singular purpose of unlocking boundless potential. In this empowering space, we believe that every woman possesses the potential to LevelUp, and we do this by helping women to overcome the societal barriers faced and educating allies, to feel comfortable in assisting women.



LevelUp

MODULE OVERVIEW



MODULE 1

The programme offers a module specifically designed to help to overcome self-doubt and imposter syndrome.

This can be crucial in building the self-belief and assurance needed to thrive professionally. No more second guessing or holding themselves back - let's go!

- Strategies for Managing & Conquering Limiting Beliefs
- Demystifying Imposter Syndrome: Strategies for Mastery
- Unpacking the Determinants of Self-Belief, Confidence, & Fortitude
- Crafting a Blueprint for Career Success & Capitalizing on Opportunities

MODULE 2

The secrets to Personal branding, and image reputation have never been more important.

all too often we rely on their achievements to speak for themselves, and in this session we look at how to self-promote with confidence. How to create and communicate a value proposition.

- Identifying and Cultivating Authenticity in Professional Interactions
- Crafting a Compelling Value Proposition with Purpose
- Navigating the Significance of Self-Promotion and Articulating Achievements
- Equipping attendees to Address Micro-Aggressions with Confidence

LevelUp

MODULE OVERVIEW



MODULE 3

Master the art of networking to expand your professional horizons. Learn how to build and nurture meaningful connections.

Navigate networking events with confidence. Identify and approach potential mentors. Leverage your network for career advancement. Networking should be fun, it should provide you with much needed external connections and is about relationship building.

- Networking Fundamentals, the how, the why & the benefits
- Advanced Networking Strategies, how to communicate with ease
- Building Meaningful Connections, & impactful relationships
- Contact Constellations & their value

MODULE 4

Setting clear career goals and developing relevant skills are critical for career progression.

This programme offers guidance on setting achievable goals and creating a roadmap for skill development and career advancement. Recognising that confidence, clarity and connections are essential for career ascent. This final and essential module allows attendees to create an individualised development plan harnessing the tools and knowledge provided.

- Plan, map and define individual career objectives 18months ahead
- Crafting a Comprehensive Career Blueprint
- Leveraging Personal Development for Professional Progression

LevelUp

ESSENTIALS PROGRAMME

Our core offering is providing a progressive and modular based Training Programme.

All of our programmes are designed with a keen understanding of the unique challenges faced in the workplace.

From overcoming imposter syndrome to self-advocacy skills, our training is crafted to address the multifaceted aspects of a professional journey.

We understand that true empowerment requires a holistic approach, encompassing both career and confidence building.

**Delivered virtually £150.00
pp/per session**

Based on min 15 attendees per cohort

SESSION OVERVIEW

X4 90-minute Modules

➤ **Cultivate Self-belief & Assurance:**

Empowering you to develop a strong sense of self-confidence, creating the ability to approach challenges and opportunities in their career with conviction and poise.

➤ **The Secret to Personal Branding**

Assisting attendees in crafting and promoting personal brand, emphasizing their unique skills and qualities to help women stand out to be confident, articulate self promoters.

➤ **Networking Mastery**

Networking Proficiency: Sharpen your networking abilities, establishing meaningful connections and partnerships that advance careers.

➤ **Goal Setting & Career Planning**

Setting ambitious yet attainable career goals, with a focus on developing actionable plans and strategies for success within your organisation.

-
- ✓ **Pre and post programme work**
 - ✓ **Next steps career action plan**
 - ✓ **Facilitator led learning**
 - ✓ **Pre and post programme surveys**

LevelUp

INCLUDING ALLYSHIP

In short, allyship is key to breaking down barriers, amplifying women's voices, and creating a more inclusive, equitable workplace for all. Allies play a crucial role in empowering women and driving long-term change.

**Delivered virtually £150.00
pp/per session**

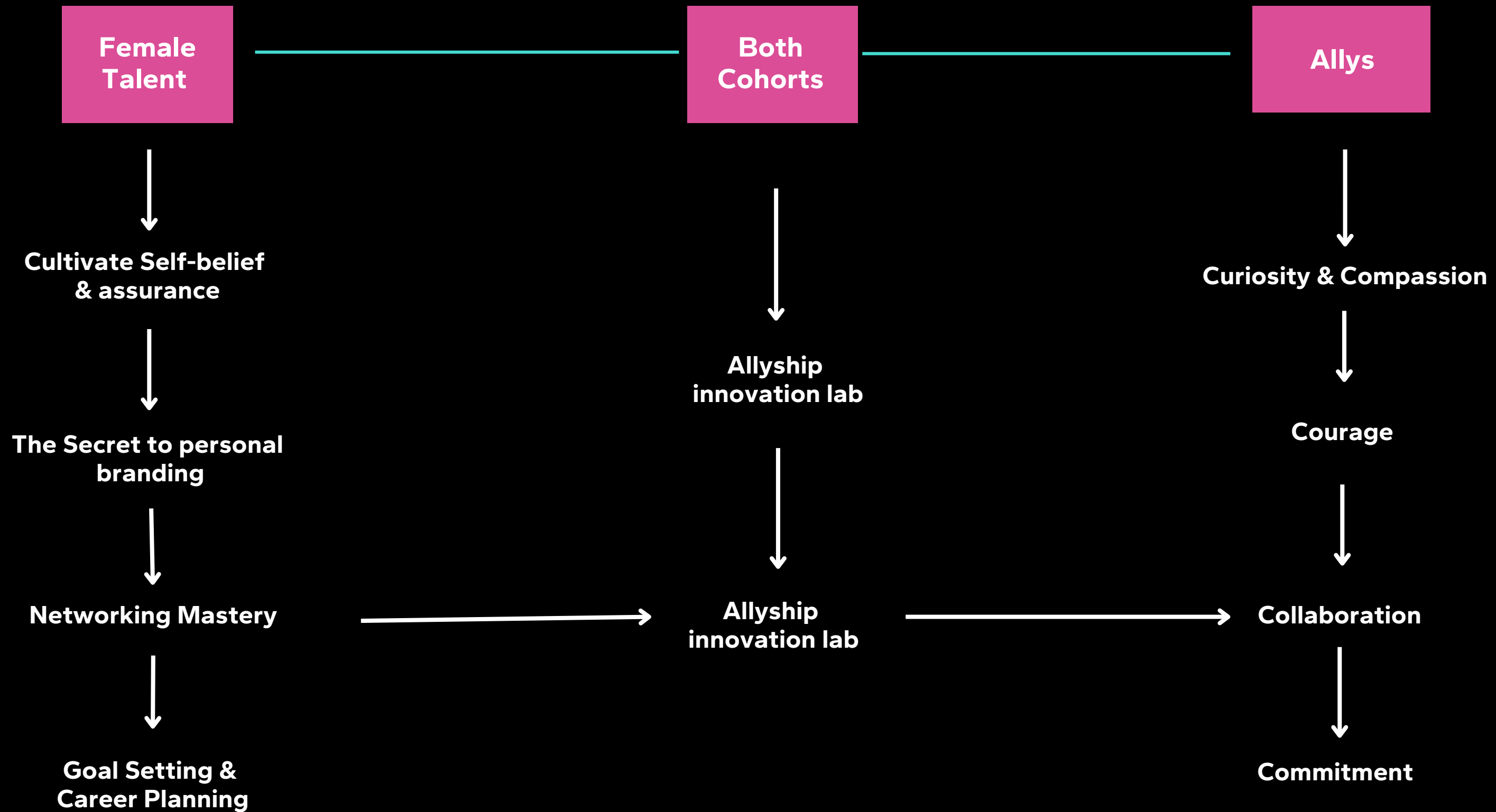
Based on min 15 attendees per cohort

- ✓ Pre and post programme work
- ✓ Next steps career action plan
- ✓ Facilitator led learning
- ✓ Pre and post programme surveys

SESSION OVERVIEW

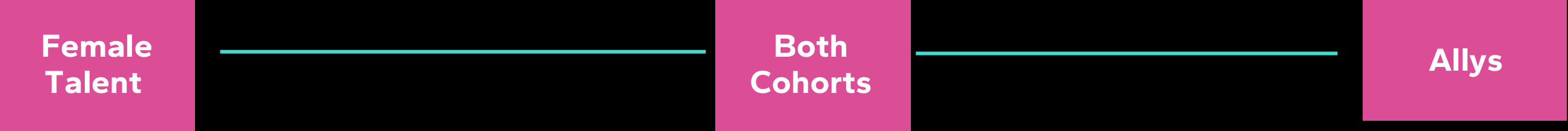
X4 90-minute Modules

- > **Curiosity & Compassion**
Objective: Understand the role of curiosity and compassion in allyship.
Content: Define allyship, explore how curiosity helps break biases, and practice compassion through emotional intelligence and active listening. Real-life scenarios in small groups highlight the impact of curiosity and compassion in both personal and professional contexts.
- > **Courage**
Objective: Build courage to be an active ally.
Content: Explore why courage matters in standing up for others, overcome fears preventing action, and learn practical tools for advocating in everyday situations. Role-playing exercises provide practice in speaking up against discrimination or microaggressions in work, social, and online settings.
- > **Collaboration**
Objective: Explore allyship as a collective effort requiring shared action toward equality and justice.
Content:
This session emphasizes the power of collective allyship. Building a network of allies and working together toward common goals creates lasting change. Participants will learn how collaboration enhances efforts for equality and justice, making it a more impactful and sustainable practice.
- > **Commitment**
Objective: Develop a long-term commitment to allyship through sustained action and support.
Content: This session focuses on allyship as a continuous journey that requires ongoing effort and reflection. Participants will learn that true allyship is not a one-time action but a long-term commitment to creating lasting change.



The Innovation Lab for Women and Allies is a collaborative space where women and their allies can openly discuss the hidden challenges women face, such as unconscious bias, microaggressions, and gender stereotypes. The lab provides a safe forum for women to share their experiences, helping allies understand these barriers and their impact.

The purpose is to foster allyship by encouraging allies to actively support and advocate for women. Together, participants collaborate to identify solutions, share strategies, and create a more inclusive and equitable environment.



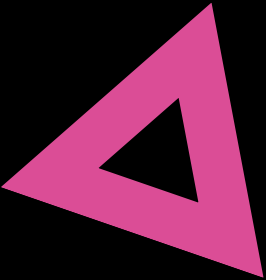
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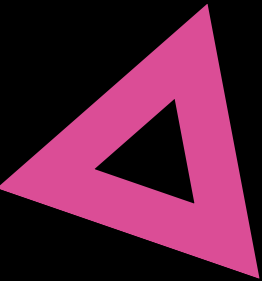
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**Delivered virtually £100.00
pp/per session**

Based on min 15 attendees per cohort





Allyship Innovation Lab: Uncovering Hidden Barriers and Building Solutions

Objective:

This session helps participants identify hidden barriers that women face in the workplace and develop practical solutions through allyship.

What It Covers:

Identifying Barriers: Discuss unconscious bias, microaggressions, and systemic inequalities affecting women.

Collaborative Problem-Solving: Use brainstorming and design thinking to create actionable strategies for overcoming these barriers.

Actionable Allyship: Develop specific ally behaviors and practices to disrupt biases and promote equality.

How It Supports the Program:

This session transitions participants from theory to practical action, encouraging creative thinking to address real-world barriers. It emphasizes collaboration and proactive solutions, reinforcing the program's commitment to active allyship and lasting change.

Allyship in Action: Practical Tools for Building Inclusive Workplaces

Objective:

Equip participants with practical tools to actively implement allyship and foster an inclusive workplace environment.

What It Covers:

Everyday Allyship: Learn how to apply allyship in common scenarios like meetings, performance reviews, and hiring.

Inclusive Workplaces: Strategies for building diverse teams and ensuring women's voices are heard.

Effective Advocacy: Tools for challenging bias, offering mentorship, and providing constructive feedback.

How It Supports the Program:

This session bridges the gap between learning and action, ensuring participants have concrete skills to create inclusive environments. It reinforces the program's focus on sustainable allyship through ongoing, actionable steps that create real impact.

**Delivered virtually £100.00
pp/per session**

Based on min 15 attendees per cohort



LevelUp

FEMALE TALENT PROGRAMME & ALLYSHIP

Research indicates that when men actively participate in gender parity programs, 96% of organisations observe progress, compared to only 30% without such engagement.

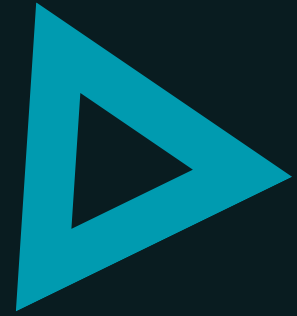
These findings suggest a strong recognition of allyship's role in fostering gender equity within organizations.

Allyship is crucial for helping women in the workplace because it actively promotes equality, support, and empowerment, creating an environment where women can thrive. Here are several reasons why allyship is key:

Delivered virtually

WHAT'S INCLUDED

- **Comprehensive marketing communication prior to launch.**
- **Opening ceremony deck and pitch:**
 - Total of 10 on line programmes
 - Spanning the full content of LevelUp
 - 2 Allyship sessions across the entire cohort
 - 4 Allyship sessions
- **Facilitator lead**
 - Engaging participants, in both personal and professional development.
 - Managing group dynamics, across various levels of attendees.
 - Handling challenging situations, creating psychologically safe spaces for the topics to be discussed
- **Who are your delivery leads?**
- **Jo has over 23000 delivery hours, behind her, and has delivered to FTSE100, fast scaling and Investor led orgs, across multiple industries.**
- **Jeremy is a keynote speaker, Inclusive Leadership facilitator and globally recognised expert on allyship**

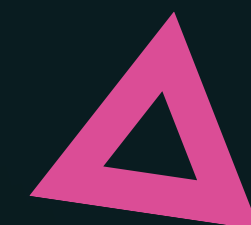


OUR MISSION

**It's more than training, It's a movement
to assist the ascent of women.**



We understand the nuanced challenges women face in their professional journey, and we're here to address them head-on. Our programmes are designed to be a guiding light, helping Women within your organisation to navigate ascent, with confidence, resilience, and unwavering self-belief.





JO PHILLIPS

Known as "The Woman Behind the Women," is a recognised advocate, speaker, and consultant in the areas of gender equality, diversity, and leadership. With a strong background in empowering women to achieve their full potential, Jo has become a key figure in promoting female talent development, particularly in the workplace.

Expertise in Empowerment and Advocacy:

Jo Phillips is passionate about creating environments where women are empowered to thrive. She has dedicated her career to supporting women in their personal and professional growth, advocating for equality, and ensuring women's voices are heard in male-dominated industries, including tech.

Founder of the "Women Behind the Women" Movement:

Jo is known for her work in building supportive networks for women in leadership. Her platform, "The Women Behind the Women," aims to lift up women by sharing stories, mentoring, and connecting them with opportunities that encourage career advancement. She fosters a community where women can be inspired, supported, and celebrated. The Caxton Career Collective is a thriving community of both Women and allies who seek to create change across, Tech/FinTech/Healthtech/Insurance and multiple other sectors

Focus on Allyship:

A key component of Jo's work is advocating for allyship—empowering both women and men to actively contribute to gender equality in the workplace. Jo understands the importance of allyship in breaking down barriers and driving systemic change, and she works to engage allies in the pursuit of a more inclusive culture.

Leadership Coaching and Mentoring:

Through her coaching and mentoring programs, Jo provides individuals and organisations with practical tools for developing leadership skills, building confidence, and advancing women's careers. She empowers women to take on leadership roles and provides guidance to organizations on how to create more inclusive, supportive work environments.

Public Speaking and Thought Leadership:

As a respected speaker and thought leader, Jo Phillips frequently presents at conferences, seminars, and workshops. She uses her platform to inspire audiences, share her expertise, and challenge organisations to create more equitable opportunities for women in the workplace, addressing audiences such as TFL/TogetherMoney/SoftWire/British Chamber of Commerce/BBC and many more

Jo's impact comes from her holistic approach to female empowerment—she doesn't just focus on individual women but works with organizations to create systemic change. She encourages women to step into their power while helping allies and organizations understand their role in driving gender equality. Her experience, passion, and practical advice make her a valuable resource for any organization looking to foster diversity and inclusion.

By working with Jo Phillips, women can gain confidence, find mentorship, and navigate the challenges of the workplace, ultimately leading to greater success and fulfillment in their careers. Her dedication to breaking down barriers for women and promoting a more inclusive society truly makes her "The Woman Behind the Women."





JEREMY STOCKDALE

A seasoned consultant, speaker, and facilitator with significant experience in the allyship domain. His work focuses on empowering both men and women to be active allies in the fight for gender equality and social justice.

Known for his compelling approach, he brings valuable expertise in breaking down the complexities of allyship and helping organisations build inclusive cultures where all voices are heard and respected.

He is highly regarded and has made a significant impact in organisations across various industries. He's an advocate for creating authentic and impactful allyship programs and works with organisations to create change that lasts.

LevelUp allyship training is a perfect fit for organisations looking to drive gender equality and inclusivity, as his experience and advocacy will help both individuals and teams understand the importance of active allyship.

His sessions are not just educational; they inspire change and equip individuals with the tools to challenge the status quo, making him an ideal leader for such programs.

Additionally, his LinkedIn profile, "On Wednesdays We Smash the Patriarchy" will provide a relatable and impactful framework for participants to understand how allyship can be integrated into daily life, fostering a culture of respect, equality, and genuine support for women in the workplace.



OUR VALUES



➤ Empowering Women is Our Core Focus.

We are dedicated to proactively taking impactful steps. Our mission is to support you in retaining your employees, navigating their challenges, and witnessing their success within your organisation. This commitment goes beyond token gestures; it's fuelled by passion and purpose, with a vision to empower as many women as possible.

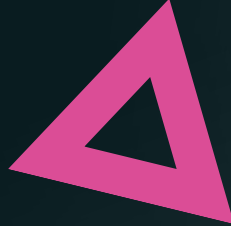
➤ Effect and Transparency.

Regardless of your position in the corporate spectrum of supporting women, our commitment is to aid you. This isn't about judgement or comparisons; it's about recognising the journey. Regardless of your organisation's size, industry, or current representation of women in leadership, there's always room for growth. What matters is the journey, and we offer a consultative, professional approach to support you, free from judgement.

➤ Initiating Change.

Through decisive action, we reshape narratives, dismantle barriers, and actively support women. Our aim is to drive tangible progress by taking meaningful steps towards the advancement of women.





Without strategic empowerment initiatives, women find themselves navigating a path filled with obstacles and limited growth opportunities.

The untapped reservoir of talent goes unnoticed, resulting in a lack of diverse perspectives at decision-making tables.

Beyond hindering the progress of individual careers, the absence of investment in women's leadership training perpetuates a broader organisational loss—diminished innovation, compromised adaptability, and a failure to harness the full spectrum of talents that a diverse leadership team can offer.

GET IN TOUCH



07766 006856 - Jo Phillips

LET'S GET AHEAD

