

oakridge

Consulting • Training • Facilitating • Coaching



# STRIDE

A six month leadership development programme for aspiring female leaders



## Why Attend?

**STRIDE** has been developed to equip women to:

- ! Be the best versions of themselves
- ! Feel that they can be true to themselves and what they believe in
- ! Feel able to stay aligned to their values whilst being successful too
- ! Create a practical plan for navigating the next career progression
- ! Be a role model and bring others with them
- ! Not feel they have to emulate men in order to be successful
- ! Make the most of the intrinsic set of skills they bring

**STRIDE** creates a 'safe' environment for women to explore key areas and challenges. We hear from women attending that they not only learn from the facilitators but also from each other.

**We also hear from the women who attend that, throughout the programme, they realise:**

- / You are braver and stronger than you think you are
- / Everybody else feels exactly the same as you do!
- / It is good to open your mind to different ways of thinking; it can really help move some of those things that have been stopping you out of the way
- / Sometimes you can have blindspots....things that were just never on your radar
- / Once you have the opportunity to explore some of these areas, it can make a huge difference to moving forward more positively and easily

**From a female leadership development perspective, **STRIDE** has been running since 2014. Over this time, research has shown:**

- / Women have a natural tendency to dampen down their achievements and talk them down. Self-advocacy is really important and you can still do it in a way that feels comfortable without having to 'shout it from the rooftops'
- / Some women will look at a role and unless they 'tick all of the boxes' won't apply. However, men will typically apply even if they only have 60% of the experience needed

**STRIDE** encourages women to BE the change and BE the role model.

- / You can still be 'feminine' and be successful. Balanced boards are proven to be more successful than single sex boards. Women should never feel they have to emulate men in order to be successful
- / Women often feel they can't 'have it all'. Defining or re-framing what success looks like on an individual basis is critical. Women are often not at the top of organisations because they choose not to go there; in essence they 'opt-out'
- / When women look upwards in their organisations they need to see the values of the business being role-modeled. Role modeling women at the top of organisations can have a huge impact and **STRIDE** encourages women to BE this change
- / Managing failure is as important, if not more important, than success. The greatest learning can come from failing so embrace the challenge and create an environment where failure is accepted, not punished
- / As the population gets older many more people have a variety of care responsibilities. Also, activities outside of work are really important to people in their effort to 'strike a balance'. So, acknowledge that flexibility means different things to different people

## Testimonials

**STRIDE** had been recommended to me by a number of colleagues, so I joined with extremely high expectations. The programme has exceeded all of these expectations and more! My confidence is the biggest difference but also the change management module was extremely insightful. The way in which the programme was tailored to the groups individual objectives at the start of each day alongside the opportunity to share experiences with some inspirational female managers from outside my organisation was hugely valuable.

**STRIDE** has enabled me to perform my role better.

**Emma Kerr, Sales Team Leader at Protec International Ltd**

I can honestly say that I am a much braver and stronger person as a result of attending the programme. Different to anything I have ever done before, **STRIDE** has given me the belief that I can drive things forward with confidence. I took a huge amount away for 'me' alongside the amazing group dynamic. The engaging and caring facilitation meant what I wanted to cover really mattered and I felt part of the decision to frame the content and focus, which was exceptional.

**Joanne Conway, Global Diversity and Inclusiveness Lead, EY**

To hear from other women about their own experiences and challenges was hugely valuable, thought-provoking and life-affirming. I felt that I could open up in this supportive and constructive environment much more than I have ever been able to in the past. This allowed me to reflect and explore in a positive way and was a real confidence boost. The whole experience was very personal and I took a lot more from the programme at both a personal and professional level than I had anticipated. The facilitators were all excellent and whilst the overall pace was good, I then I looked back and realised just how much ground we had covered across the 3 days. I have come away equipped with lots of very useful tools and feedback to help me plan for a positive future.

**Alison Parkinson, Operations Director, AstraZeneca**

As a result of **STRIDE** I feel a lot more confident and well-equipped moving forward in my role and organisation. I was introduced to a lot of new ideas and concepts and I now have a resource with which I can refer back to and spend more time working through. I loved the group dynamic and found it very motivating. The programme was brilliant, inspiring and I really enjoyed it.

**Laura Murphy, Marketing Assistant, Hempel UK Ltd**

This was the best training I have ever done! I really wasn't sure what to expect but it was exactly what I needed! The programme focuses not only on self-development but also sharing the learning with the group. I feel I have learnt a lot about myself and the programme has given me a sense of direction, a lot of confidence and I genuinely feel happier!

**Heather Arnold, Senior Group Reporting Accountant, SIS TV**

The pace of the programme was excellent and I had many 'light bulb' moments, which have been really useful to my self development. The facilitators were warm, open and friendly. I am actually sad the programme is over and it would be great to have a next level **STRIDE**!

**Zoe Brough, Head of Human Resources, Wolves FC**

I had a real light bulb moment after Day 1 of the programme and it has made such a difference to how I look at things. I have been able to put the learning into action and it has worked really well for me. I felt our group built a good rapport throughout the programme and the use of Yammer, to keep us in touch moving forward, will be extremely useful. I have already recommended the programme to colleagues.

**Natasha Hanson, Business Services Director, Direct Rail Services**

I was a little apprehensive before attending **STRIDE** although it had been highly recommended. I got such a lot from it and came away with so many useful tools and techniques. It is reassuring to know you have the same experiences and challenges as others and to share and hear from the external network of women was fantastic. I am so glad I made the decision to go onto the **STRIDE** programme; each session was different and very enjoyable.

**Claire Hazeldene,  
Finance and Procurement Manager,  
Staffordshire Moorlands District Council**

**STRIDE** came at just the right time for me. I feel and I have a totally different outlook as a result of attending the programme. It has better prepared me to say, "I can do this" and has given me a whole suite of tools to lift and use straight away. I really enjoyed the safe, honest and open structure of the programme and have built a close and trusting bond with the other ladies. More women deserve to know about **STRIDE**, it really is that good!

**Emma Mackenzie-Hogg,  
Social Sport Manager, University of Leeds**

Each element of the programme was thoroughly enjoyable and I was able to take the learning whilst recognising the impact for me and my team. The energy levels were extremely high and I appreciated the structure and content in allowing me to make some time for my personal development. As a result I feel much more comfortable in myself and my line manager has already seen a difference.

**Joanne Millward,  
UK HR Service Delivery Manager, Astra Zeneca**

All of the facilitators on **STRIDE** have different styles which were excellent; they created a very supportive and safe environment in which to learn and explore. I have noticed significant changes to my approach and outlook since attending the programme. Thank you.

**Zoe Uddgren-Young, Senior Marketing Manager, BLM**

# The Programme

Supporting Female Talent

## **DAY 1**

### **Personal Reflection and Forward Planning**

- / Impact of my values and my story
- / Pay attention to what matters
- / Finding my voice
- / Managing resilience

## **DAY 2**

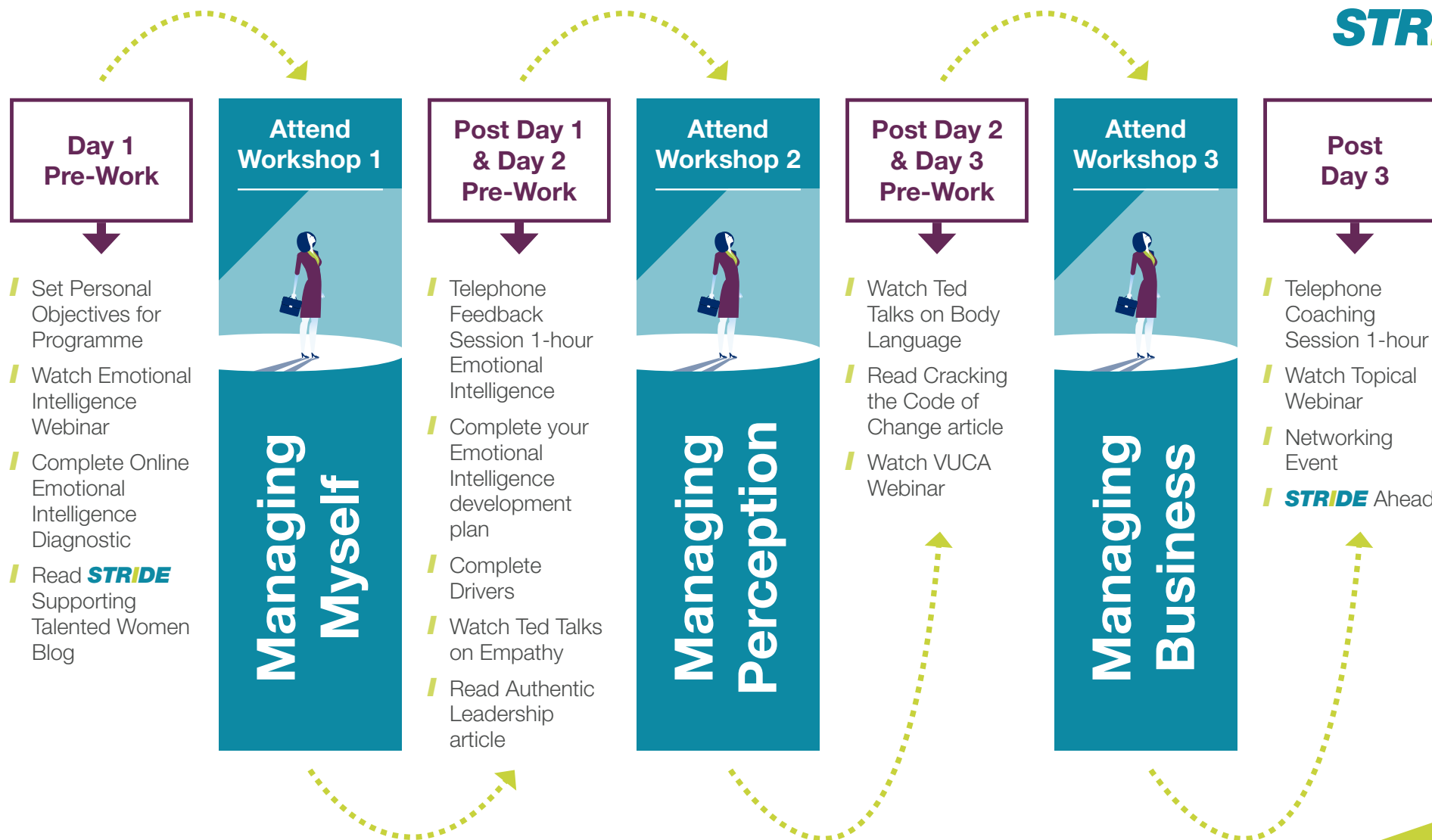
### **My Personal Impact and Presence**

- / Communication
- / Personal impact, gravitas and presence for leadership impact
- / Self-advocacy
- / Getting feedback and giving it

## **DAY 3**

### **Impacting The Organisation**

- / How far have I come?
- / Networking
- / Change management
- / Peer group coaching
- / Mentoring
- / The context of your organisation





## Learning Outcomes of the Programme

The Learning Outcomes of the Programme will be:

- ! Develop a clear understanding of your drivers, your values and what is authentic to you
- ! A clear measure of your emotional intelligence and the importance of it in your personal development journey
- ! Building mental and emotional resilience to manage stress and create coping mechanisms
- ! Developing a balance, presence and personal brand based on your core values which are true to yourself
- ! Leading your own career with a clear vision and purpose
- ! Bringing others through the pipeline and being a role model for other women
- ! Exploring career success and what it means to you personally and at work
- ! Making change happen through courageous conversations
- ! Managing the balance of personal vs. organisational change whilst being true to your values and ethics
- ! The importance of visibility and building networks with practical examples of making this work for you
- ! An opportunity to hear and learn from other female managers across a range of Industries
- ! A 'practical' action plan for the next 2-3 years





## Six month Leadership Development Programme

- Pre-work including emotional intelligence webinar, report and 1:1 telephone feedback session. Personal reflection, planning and practical tools for application with reading list
- Three leadership development workshops (to support experiential learning) facilitated by highly experienced facilitators
- 1:1 2 x telephone coaching sessions for each participant
- Attendance at a range of webinars
- Membership to the Oakridge **STRIDE** Groups on LinkedIn and an online community, linking you to networking events throughout the year with guest speakers and action learning

Cost of the programme is £1,975 + VAT.

Please contact **Oakridge** for prices for 2+ delegates on **0161 327 2031**.

# The Facilitators

## DAY 1

**Judith Fraser** is an experienced Facilitator, Coach and Consultant Trainer with experience in leadership and business in the UK,



Europe, Australia and the US giving her a broad understanding of different commercial and cultural environments. Combined with a natural interpersonal sensitivity, her particular strength is dealing honestly and openly with difficult issues – challenging and supporting others to take responsibility for the part they play in what they want to achieve. Her approach is intelligent, pragmatic, sensitive and no-nonsense. Judith has worked for 25 years at strategic and senior levels in commercial organisations in the fields of leadership, production and HR.

## DAY 2

**Brigit Egan** has pioneered work with global leadership teams in both public and private sector environments for over twenty years. An experienced speaker, facilitator and coach, Brigit has been responsible for the delivery of leadership, change management and people development services and is an acknowledged speaker at major events. She has also led a Talent Management Think Tank for the last 14 years for senior leaders. Her consulting experience includes the design and leadership of international and national programmes for AstraZeneca, Bibby Group, Civil Aviation Authority, Shire Pharmaceuticals and Unilever. Brigit's professional specialities are the challenges for leaders in a VUCA (Volatile, Uncertain, Complex, and Ambiguous) world and the critical role of emotional intelligence and engagement for leaders to inspire performance and develop organisational and personal agility and resilience. Brigit is also chair of Emerge 3R's - a pioneering social business group that exists to reduce waste, recycle food and lead on the wider concepts of sustainable resource management. Brigit is also a mentor for Tech Manchester, supporting start-up entrepreneurs.



## DAY 3

**Claire-Marie Boggiano** is a Chartered Engineer holding an MBA from Manchester Business School. Claire-Marie is a guest lecturer in Change Management and Entrepreneurship at Manchester Business School. She is the alumni lead for the MBS Women Leading in Business group and regularly hosts the Institute of Directors Women Directors' Forum in the North West. She is a committee member of the IoD Manchester and has recently commenced working with EEF The Manufacturing Organisation to raise the profile of Women in Engineering. Claire-Marie is a member of the Manchester City Council International Women's Day Steering Group. To any challenge Claire-Marie brings energy, focus and action. Her core skills include 'breaking eggs', 'building gladiators' and 'making connections'. Claire-Marie believes organisations and teams succeed by working with the imagination and talents of their people.

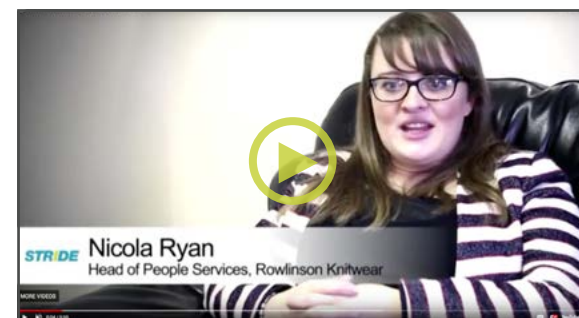


**Deborah Larder-Shaw**

has over 20 years' experience as an Account and Business Development Director, working with strategic global clients across people strategy, leadership development and executive coaching. Over the last 12 years, Deborah has been actively involved on the development of programmes for women in leadership, supporting female talent into their next position with the core belief that this development is not about 'fixing' women but equipping them with the skills, confidence and support to harness the natural skills they bring to leadership roles. Deborah sees her current role as her vocation, taking great pleasure in working with the women participating in **STRIDE**, a dedicated programme aimed at supporting female talent across the North West and beyond. Deborah acts as the Programme Director for **STRIDE** and please do contact her if you have any questions about the programme or would like any further information:  
Deborah.larder-shaw@oakridgecentre.co.uk



**View our web page for more information and video testimonials - [http://bit.ly/About\\_The\\_Stride\\_Programme](http://bit.ly/About_The_Stride_Programme)**



**Read our full range of written testimonials on our web page**

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**STRIDE**

A six month leadership development programme for female middle managers



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**Podcasts:** find us on our Podcast channels or on our website at [www.oakridgecentre.co.uk](http://www.oakridgecentre.co.uk)

## Reserve Your Place

To reserve your place on the programme or for more information, please contact:

**E-mail:** [info@oakridgecentre.co.uk](mailto:info@oakridgecentre.co.uk)

**[www.oakridgecentre.co.uk](http://www.oakridgecentre.co.uk)**

**Tel: 0161 327 2031**