

# STRIDE

Unleashing the Power of  
Female Leadership



**First Ascent**  
Incorporating The Oakridge Centre

# Why STRIDE

The STRIDE programme has been developed to equip women to achieve their potential as successful leaders.

- 1. Exploit Your Unique Skills**  
Maximise your innate abilities to thrive in leadership roles.
- 2. Authentic Success**  
Break free from the notion that success means emulating masculine traits. Achieve success on your terms.
- 3. Strategic Career Navigation**  
Develop a roadmap to propel your career forward with confidence.
- 4. Integrity and Success**  
Stay true to your values while achieving professional excellence.
- 5. Remain Authentic**  
Feel empowered to be genuine and true to yourself, aligning with your beliefs and convictions.

- 6. Lead and Mentor Others**  
Become a beacon of inspiration, leading by example and uplifting others along your journey.
- 7. Cultivate Your Best Self**  
Embrace personal growth and become the best version of yourself in every aspect of your life.

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.

# STRIDE Programme Learning Outcomes



- › Develop a clear understanding of your drivers, your values and what is authentic to you.
- › Gain a clear measure of your emotional intelligence and the importance of it in your personal development journey.
- › Build mental and emotional resilience to manage stress and create coping mechanisms.
- › Develop a balance, presence and personal brand based on your core values which are true to yourself.
- › Understand more about how to lead your career in a virtual/hybrid world.
- › Lead your own career with a clear vision and purpose.
- › Bring others through the pipeline and be a role model for other women.
- › Understand your thinking and behavioural preferences through Emergenetics profiling, and use these insights to enhance your communication, collaboration, and personal development.
- › Explore career success and what it means to you personally and at work.
- › Make change happen through courageous conversations.
- › Manage the balance of personal vs. organisational change whilst being true to your values and ethics.
- › Identify the importance of visibility and building networks with practical examples of making this work for you.
- › Enjoy the opportunity to hear and learn from other female managers across a range of industries.
- › Create a 'practical' action plan for the next 2-3 years.

# How is the Programme Structured

The STRIDE Programme consist of 4 half day online sessions and a 1-full-day in-person session.

To enhance your programme experience, you'll receive pre-work along with supplementary resources. Additionally, our dedicated learning management system (LMS) will provide action learning follow-up after each session, enriching your learning journey.

- › Two x 1 hour personal coaching sessions online.
- › Lifelong membership of STRIDE groups linking you to networking events throughout the year with guest speakers and action learning.

- › As part of the programme you will also receive an Emergenetics Psychometric Profile.

Emergenetics represents a pioneering approach to self-awareness, offering individuals deep insights into their cognitive preferences and behavioural tendencies. By unravelling the intricacies of one's thinking styles, Emergenetics empowers individuals to better understand themselves, capitalise on their strengths, and navigate personal and professional challenges with greater clarity and confidence.

## Programme Breakdown

SESSION

01

**Online Half Day**

Discovering Me (Part 1) including Emergenetics Profile.

SESSION

02

**Online Half Day**

Discovering Me (Part 2) including Personal Shields and Values.

SESSION

03

**Online Half Day**

Leading Me (Part 1) including Emotional Intelligence.

SESSION

04

**Online Half Day**

Leading Me (Part 2) including Managing Pressure and Anxiety.

SESSION

05

**In person full day**

Developing My Personal Brand including persona projection, overcoming barriers, impactful communication, and the power of language.

# Empowering Women: Breaking Barriers, Embracing Growth & Redefining Success



Over the 10 years that the STRIDE programme has been running, we have had the privilege of witnessing moments of realisation for attendees, including:

- › Expanding your perspective to embrace diverse ways of thinking that significantly clear the obstacles that are hindering your progress.
- › Sometimes you can have blind spots... 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 enabling you to move forward more positively.
- › Others have similar feelings. You are not alone.

Our research has also revealed that:

- › Women have a natural tendency to diminish their achievements and reduce their value. Self-advocacy is really important, and you can still promote your abilities 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 for it. However, men will typically apply even if they only have 60% of the experience needed.

# Testimonials

STRIDE exceeded my expectations completely. I actually surprised myself; the way in which I was supported to really challenge my thinking and my awareness of others has completely shifted some negative paradigms. I have a heightened level of self-awareness and a lot more confidence, as a result which was, not only supported by the highly experienced facilitators, but also by the wonderful group of women who shared their stories and journeys. **I had lots of light bulb moments and would highly recommend STRIDE without hesitation.**

**Rachel Ryan,**  
Global Software Asset Management  
Lead End User Computing - OCIO,  
AstraZeneca

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 &  
Inclusiveness Lead, EY

It was great to connect with the same group of women across the entire programme and realise that we all face similar business and personal challenges. The different facilitators across all 3 workshops were amazing and I thoroughly enjoyed the interactive exercises. **Four of our cohort had promotions during STRIDE, which was remarkable.** We are all facing change at work so it was great to focus on how to lead and manage this more effectively too, allowing us to implement our learning immediately. I would highly recommend STRIDE and it has had such a positive and life changing impact on me.

**Aileen Clancy,**  
Head of Finance,  
Harman Technology



**To date, 250+ women  
from a broad range of  
industries have been  
supported by the  
STRIDE Programme.**

**For more information on STRIDE visit:  
[strideprogramme.co.uk](http://strideprogramme.co.uk)**

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