

FOR EXPERIENCED AND EMERGING WOMEN LEADERS

F.I.R.S.T. WOMEN IN LEADERSHIP MASTERCLASS

ENHANCING INFLUENCE AND IMPACT

BY
INFLUENCE SOLUTIONS

YOUR F.I.R.S.T. LEARNING & DEVELOPMENT PARTNER



OVERVIEW

Women face unique roadblocks as they advance in the workplace. Interestingly, the behaviours that aid them in the early part of their careers can become roadblocks as they rise through the ranks.

This immersive and experiential session helps participants understand the psychology of leadership and empowers them with a process to apply it with clarity and confidence.

Building upon the foundation of our F.I.R.S.T. methodology, which helps people and organisations to be Future-Ready, Innovative, Relevant, Strategic and Trusted, this program provides the option for our F.I.R.S.T. 360 profiling tool, which will offer participants with deeper insight of their thought-leadership; personal-leadership; and results-leadership profiles.

Not only that, participants learn to evolve solutions to actual challenges they face. They benefit from a hands-on approach in leveraging leadership skills to engage, communicate positively and inspire results.

In summary, the 2-day F.I.R.S.T. Woman in Leadership Masterclass immersive experience equips your female leaders with essential skills and behaviours to achieve the personal and professional success and satisfaction they desire.

KEY TAKEAWAYS

- 1. Enhance self-awareness.** Understand how their feelings drive their thoughts and actions, and how to manage them, so they can respond in a purposeful and empowering way.
 - 2. Harness strengths effectively.** Leverage on their strengths to lead powerfully.
 - 3. Gain clarity and confidence as a leader.** Attaining the mindset and attitude to step up as a leader.
 - 4. Exert greater influence over choices made.** Gain the agility to evolve solutions that overcome obstacles and achieve desired personal; professional and organisational outcomes.
 - 5. Expand your sphere of influence.** Nurture allies, advocates and champions.
 - 6. Own your personal and professional development, with insights from the F.I.R.S.T. 360 Leadership Tool.** Takeaway a personalised leadership action plan
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FORMAT AND BENEFICIARIES

This program has three main pillars:

THOUGHT
LEADERSHIP

PEOPLE
LEADERSHIP

RESULTS
LEADERSHIP

Depending on the audience profile and your specific requirements, this program can be **delivered in various formats:**

1. As a **2 day masterclass**
2. As a **long-term solution**; where workshops are delivered over several months with one-to-one coaching support provided between workshops
3. As **part of a solution with other sessions** on topics relevant for the learners or Sponsor organisation; for example Change Management, Innovation, Strategic Thinking, Problem-solving & Decision-making, Influencing, Presentation and Executive Presence skills
4. As a **blended (classroom-based & online) solution**

PEOPLE WHO BENEFIT FROM THIS EXPERIENCE INCLUDE WOMEN WHO:

- Have significant responsibility within their organisation, and/or lead projects.
- Are formal or informal leaders in their organisations.
- Envision an extraordinary result and would like clarity on how to attain it.
- Are at a crossroads in their careers.
- Are experienced or emerging leaders who want to attain their desired personal and professional goals.

THE F.I.R.S.T. FRAMEWORK

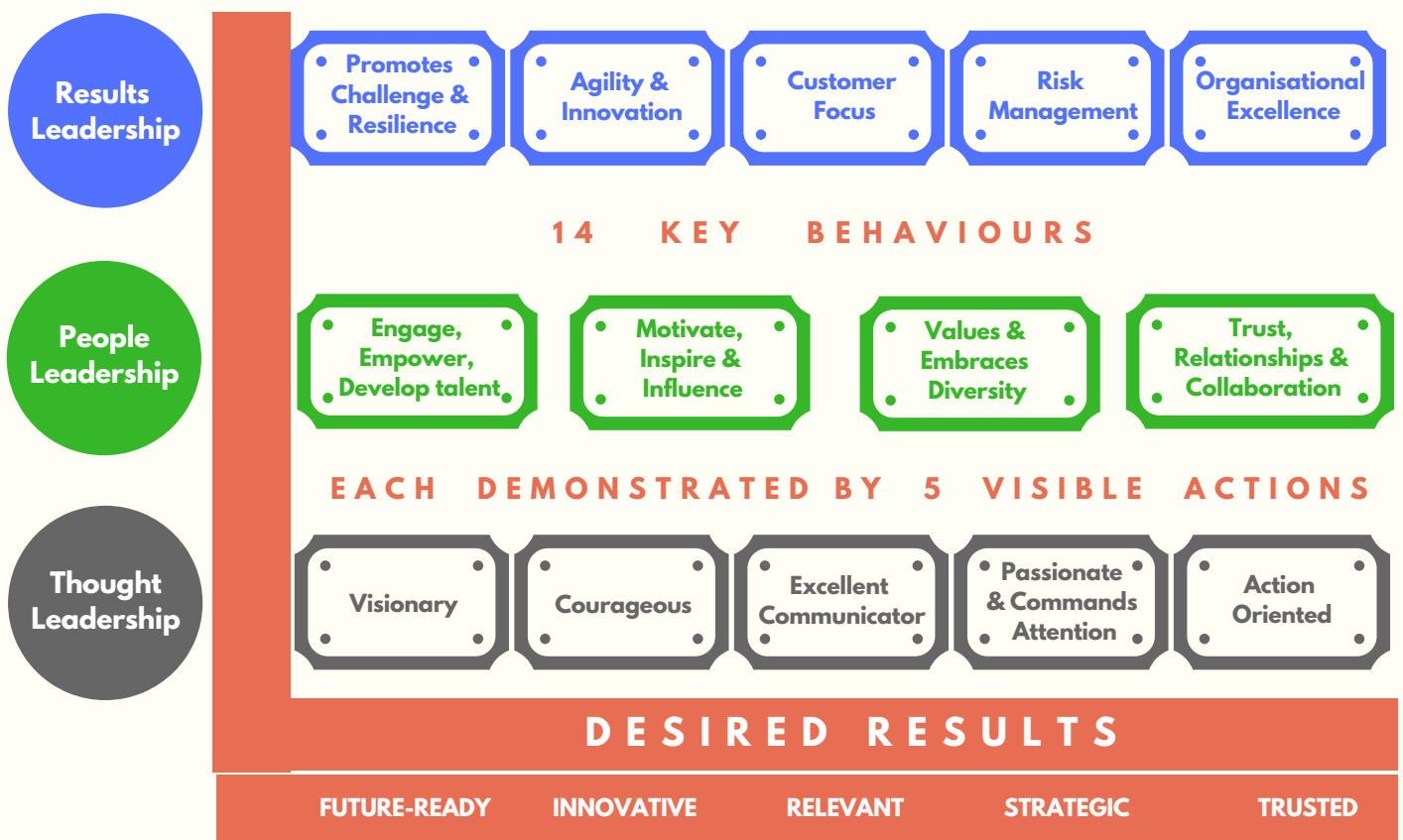
Effective and Inspiring leadership is about demonstrating balance between 3 areas:

Thought Leadership: The way we lead ourselves

People Leadership: The intent and manner in which we engage people

Results Leadership: How we achieve our desired personal and professional goals, as well as attain organisational outcomes.

Influence Solutions' proprietary F.I.R.S.T. framework provides leaders with **14 KEY BEHAVIOURS**, each of which can be demonstrated by 5 simple and visible actions.



The Influential Leadership solution provides the **experiential learning & long-term support** required to embed these behaviours in participants.

The **F.I.R.S.T. 360 Leadership Tool** is a perfect companion for the program; it helps participants to get detailed feedback and measure their progress.



AGENDA

Day One

Thought Leadership

Module 1: Laying the Foundation

- Understanding myself - how I think, behave and inter-relate
- Learning about my natural leadership styles
- Defining success and significance
- Gaining clarity about personal and professional goals
- Overview of the F.I.R.S.T. leadership roadmap

Module 2: Exploring behaviours that may hold women back

- Tackling the imposter syndrome
- Putting one's job before one's career
- Believing expertise is enough, not showcasing impact
- Falling into the perfectionist trap
- Reflecting on personal obstacles and challenges

Module 3: Influential Conversations

- Exploring internal conversations and how that impacts external conversations
- Learning the structure of influential conversations that give clarity and inspire action
- Laser coaching practice
- Evolving solutions to "live" problems and issues faced

Module 4: Review and Reflection

- Review of the individual F.I.R.S.T. 360 Leadership Report
- Reflecting on one's strengths and development opportunities
- Capturing realisations and insights



AGENDA

Day Two

People and Results Leadership

Module 1: Reinforcement & Application of Learning

- Case Study & Group presentations - re-visit, reinforcement and application of learning
- Peer sharing and support

Module 2: Leading and influencing people

- Creating an influence map - People and priorities
- Leveraging on emotional intelligence
- Harnessing the power of diversity - across cultures, gender, job functions and personality
- Build an expanded leadership toolkit - bringing out the best of myself and the people I lead

Module 3: Achieving Results - Personal and Professional Development

- Planning my development - ensuring I am always future ready & relevant
- Enhance performance and lead more effectively
- Build an expanded leadership toolkit
- Blending strategic vision with tactical implementation to achieve results

Module 4: The Road Ahead

- Nurturing rewarding relationships: Building and leveraging on alliances and advocates
- Integrated experiential activity
- Reflection and preparation of individual action plans
- The learning circle - Reflection and peer sharing
- Setting a new direction - walk out with a simple and effective action plan that resonates with you.
- Success ceremony

FRAMEWORK

OUR FRAMEWORK HELPS PEOPLE & ORGANISATIONS TO ACHIEVE VISIBLE RESULTS

1. SUPPORT TO SUSTAIN THE DESIRED TRANSFORMATION. The best of programmes often fail to achieve sustainable results since the push and pull of daily life overwhelms participants. We help to sustain the transformation by providing long-term, continual support and reinforcement through:

- a. Pre-work and reflection before the workshop that help people plan their learning.
- b. Reflection Reminders sent to every participant 4-6 weeks after the workshop.
- c. Learning Journey Buddy arrangements
- d. Letters to self
- e. Follow-up one-to-one coaching, if required.

These inspire people to stay focused on achieving personal and organisational goals.

2. EMPOWER INDIVIDUALS TO EMBRACE LEARNING. Our solutions are based on the belief that all human beings are born creative, intuitive and intelligent. We help people to realise that true mastery lies in exploring viewpoints beyond their own, and the continual application of learning.

3. ALIGNMENT OF PERSONAL AND ORGANISATIONAL GOALS. People become invested in the success of a program when they understand it is about their personal and professional success.

4. SHOWCASING VALUE. People take action only when they fully appreciate the value of doing so. Our programs highlight and demonstrate the practical benefits of the topic.

5. THEORIES INTO ACTION. No matter how powerful a theory, it delivers little value unless people are able to convert it into simple, repetitive and visible actions that help them achieve desired results.

6. HIGH APPLICATION TO THEORY RATIO. Our solutions are highly experiential, with a 30-70 knowledge-application ratio. We employ a blend of training and coaching to ensure every participant gains:

- a. CLARITY – In understanding and applying the key concepts
- b. CONFIDENCE – In implementing these concepts and ideas
- c. COMMITMENT TO ACT – Leaving with a clear, personally chosen action plan

This ensures participants leave every workshop with a simple and well-defined action plan, which they can use naturally and effortlessly.

7. FLEXIBLE FORMATS. To ensure optimal learning and the least work-disruptive experience, our programmes can be delivered in a variety of formats – from 2-day masterclasses, to one or half-day workshops, 60-minute keynotes, or a customised blend of face-to-face and online learning.

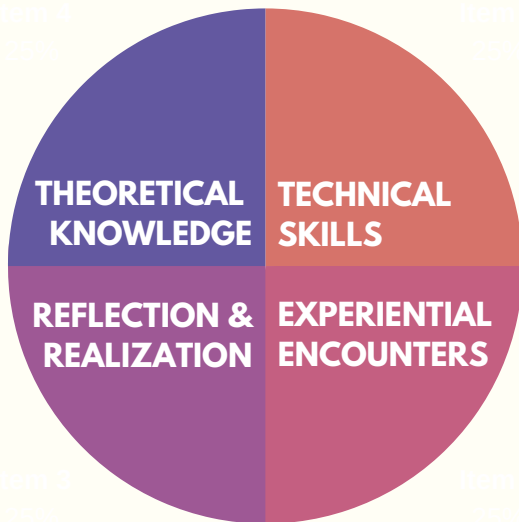
POWERING REAL TEAMS TO REAL PERFORMANCE



METHODOLOGY

OUR ACTION-BASED LEARNING METHODOLOGY

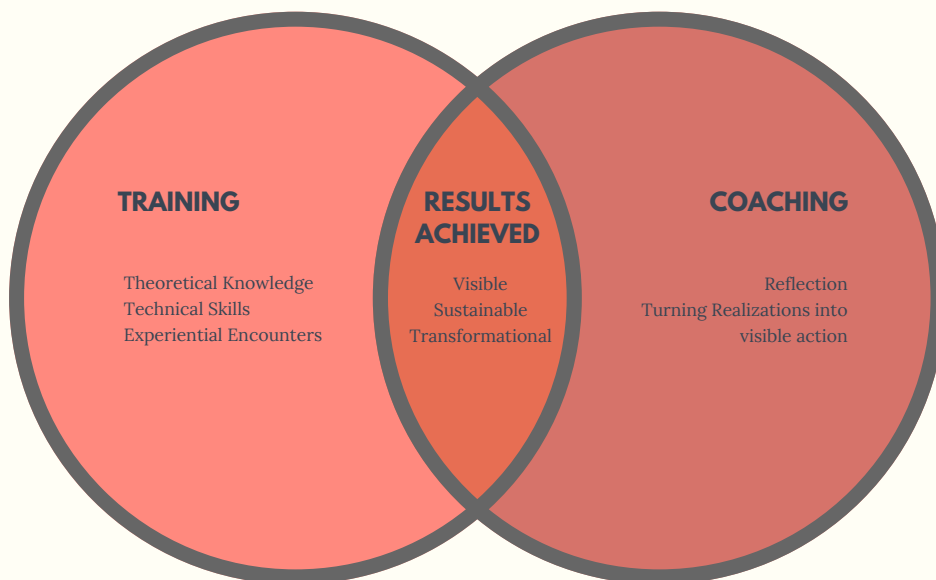
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



The Action-based Learning Methodology has four distinct modes of knowledge production: theoretical knowledge, technical skills, experiential encounters, and reflection and realisation.

The use of these multiple methods to engage and challenge participants generates the buy-in, commitment, and connection needed to ensure sustainable transformation, and thus, the increase in profitability and productivity.

BLENDED APPROACH OF TRAINING & COACHING



Our unique action-based methodology enables participants, not just to expand their horizons by seeing other concepts, but also to identify Simple-Repetitive-Visible actions, which they can use to implement the concepts, at work and in their personal lives.

TRANSFORMATION THAT IMPACTS ORGANISATIONS

Future-ready. Innovative. Relevant. Strategic. Trusted.



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**FOR MORE INFORMATION, GO TO
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