



Gender Equality Consultancy Services

# Development Programme

EXAMPLE

## LAUNCH EVENT – 1 DAY

- Getting to know each other
- Sharing experiences
- Building a network
- Table top discussions  
potential topics:
  - Gender Equality in the workplace:
  - What women bring to the table:
  - The value of diversity:
  - How women can help themselves
- Motivational speaker

## MANAGING MY CAREER – 1 DAY

- Understanding my work values and Career Anchors
- Managing my career aspirations – building my plan and making it happen
- Mentoring and Sponsoring – what’s the difference?  
Having the support of both

## 121 COACHING SESSION – 2 HOURS

- Creating a safe environment for personal reflection.
- Exploring personal expectations aspirations and goals
- How committed and motivated are they about making a personal change
- What support and advice might they need through their journey?
- Where might they get this from?
- How does this fit into their PDP?
- Reflection and Action Plan

### ACTION LEARNING SET

Learning together in small groups, sustaining the learning from previous session and supporting each other’s growth. This may be managed remotely or face to face.  
Delegates run these sessions

## BEING AT MY BEST – 1 DAY

- Understanding my personal values and drivers
- Recognising when I’m at my best
- Authenticity – being ‘me’
- Building my resilience
- Looking after myself to be at my best more often

## 121 COACHING SESSION – 2 HOURS

### Triad session with line manager

- Reflection and Action Plan

### ACTION LEARNING SET

Learning together in small groups, sustaining the learning from previous session and supporting each other’s growth. This may be managed remotely or face to face.  
Delegates run these sessions

## BUILDING MY SELF BELIEF: ‘CONFIDENT ME’ – 1 DAY

- Understanding and building my personal brand
- Being authentic
- Working on my personal presence
- Making a great first impression
- Reinforcing my confidence

## 121 COACHING SESSION – 2 HOURS

- Reflection and Action Plan

### ACTION LEARNING SET

Learning together in small groups, sustaining the learning from previous session and supporting each other’s growth. This may be managed remotely or face to face.  
Delegates run these sessions

## CLOSING EVENT – 1 DAY

- Sustaining my learning
- Growing my network
- Paying it forward – supporting other women

What’s Next? Optional Ongoing Coaching Support

01494 867375

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