

# The Remarkable Women Programme

Capability Building for Rising Senior Leaders





## Remarkable Women Programme

Leaders are people with the vision and the skills to affect profound change in their organisations. In today's world – with greater uncertainty, volatility and challenge than ever before – such leaders are in short supply.

Based on seven years of research into women as leaders, McKinsey offers a unique capability building programme to help you expand your performance range and choices. Through experiential learning, grounded in your own professional context, you will gain powerful new techniques and practice them in real time. In turn, they will help you dig deeper to better understand yourself – and how you can flourish more fully at work and in life.

This is the right programme for rising senior executives in positions of significant influence. You are already a proven manager, you are open to the next horizon and you are excited to join a community of other senior women in a safe environment that encourages personal reflection and growth.

### Through facilitated personal reflection, peer-to-peer discussion and practice, you will:

- Identify your core strengths and how to use them in leading. Sharpen your sense of purpose: what you want for – and from – yourself. Learn how to translate this to inspire others, aligning and motivating the whole organisation.
- Learn how to get the best out of every situation, especially adversity. Deepen self-awareness to regain your centre and manage difficult conversations in the moment. Explore team dynamics – laying a foundation for high performance.
- Become more attuned to your energy levels and learn to recover while at work, through mindfulness techniques and recognising what lifts you up. Apply new tools for creating and sustaining momentum.
- Analyse your “map” of relationships to support your personal vision. Understand what you can do to strengthen sponsorship relationships and forge community through trust. Practice coaching in peer groups.
- Tap into your fears – how they serve you and limit you. Learn how to creatively work with them to move forward. Deepen accountability and gain comfort with risk-taking – and best yet, identify how to mobilise others and align the organisation to shift.

## Capability building – how the programme works

Our distinctive approach starts with personal mastery, builds on strength and connects you to others across the system to lead more effectively, achieve high performance and gain a greater sense of fulfilment.

### Programme features

- Prework reflection questions help you prepare, including inputs from others on you at your best
- 2 workshops in London; each starts on Tuesday morning:
  - Lead self 6–8 September 2016
  - Lead others, lead organisation 6–7 December 2016
- Session 1 is three days and Session 2 is two days
- Peer group “mini-boards” support each other in implementing personal learning plans

### Faculty team

Dedicated faculty team led by Kirstan Marnane, McKinsey Leadership Expert and Coach, and Mary Meaney, McKinsey Director and Leader of McKinsey’s Organization Practice in Europe

### Some feedback from past participants

“The course is truly wonderful and I cannot describe enough how much it means to me at this difficult point in my career. The trainers are top, the other women I met offer fantastic perspectives and are great to share ideas with and learn from and last but not least the whole organisation is superb!”

“The mini-board sessions between the workshops were valuable – they made the connection between the sessions and pushed us to think through the different concepts we had talked about”

“I have found it exhilarating, I feel really resolved to use my strengths”

“Taking time away from work to reflect and gain insight from other professional women in similar situations was great”

“The biggest thing for me has been renewing my confidence in my own capability and daring”

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- 100%** rate the programme “extremely” or “very” useful
  - 100%** are “extremely” or “very” likely to recommend the programme to colleagues
  - 100%** are willing to talk to future participants about the programme
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### Arrangements

Contact us to apply or learn more: [remarkable\\_women\\_programme@mckinsey.com](mailto:remarkable_women_programme@mckinsey.com)



# RWP Agenda – Becoming Centered Leaders

| Topics       | Forum 1: Lead Self<br>6-8 September 2016  | Forum 2: Lead others/Organisation<br>6-7 December 2016   |
|--------------|---|--|
| Introduction | <ul style="list-style-type: none"><li>• Check in/getting centred</li><li>• How Centred Leadership fits together</li></ul>   | <ul style="list-style-type: none"><li>• Check in/getting centred</li><li>• Insights from practicing Centred Leadership</li></ul>                                       |
| Meaning      | <ul style="list-style-type: none"><li>• Discovering my strengths</li><li>• Articulating my leadership vision</li></ul>  | <ul style="list-style-type: none"><li>• Using storytelling as a leader</li><li>• Inspiring others through meaningful vision</li></ul>                                  |
| Framing      | <ul style="list-style-type: none"><li>• Discovering my triggers and reframing for better outcomes</li><li>• Practicing pausing</li></ul>  | <ul style="list-style-type: none"><li>• Transforming tough conversations to create learning in real time</li></ul>   |
| Connecting   | <ul style="list-style-type: none"><li>• Forging trust in relationships</li><li>• Connecting relationships to fulfil my vision</li></ul>   | <ul style="list-style-type: none"><li>• Creating the dynamics for high-performing teams</li><li>• Using networks to connect the whole organisation</li></ul>           |
| Engaging     | <ul style="list-style-type: none"><li>• Working with fears that get in my way</li><li>• Learning to use “positive no”</li><li>• Using mini-boards to integrate personal insight</li></ul> | <ul style="list-style-type: none"><li>• Increasing my leadership presence</li><li>• Coaching others effectively</li><li>• Architecting a whole system change</li></ul> |
| Energising   | <ul style="list-style-type: none"><li>• Practicing mindfulness (introduction)</li><li>• Adopting a sustainable practice</li></ul>   | <ul style="list-style-type: none"><li>• Using mindfulness as a leader</li><li>• Sustaining energy in my team and organisation</li></ul>                                |