LEADERSHIP EQUITY ACCELERATOR PROGRAMME

Equipping women to drive the change needed to exploit the opportunity that data and AI present

Most organisations are failing to meet their own targets for female senior leadership and today 50% of women are still leaving the data and technology sector by the mid point in their career.

Yet having more senior female leaders is essential to drive innovation, improve business performance, foster inclusion, attract and retain talent and better meet the needs of customers.

Businesses with gender balanced leadership teams are more profitable.

"Companies in the top quartile for board-gender diversity are 27 % more likely to outperform financially than those in the bottom quartile"[1]

McKinsey & Company 2023

The Women in Data® LEAP initiative is designed to harness the unique strengths and perspectives of women and accelerate their advancement into senior data positions.

The syllabus has been designed to inspire, educate, and equip women with the skills and confidence needed, not just to thrive in leadership roles but to drive the cultural change necessary to exploit the opportunity that data and AI present.

Participants will engage in a dynamic blend of:

Interactive workshops (live and virtual)
Coaching and support
Insightful lectures from leading role models
Practical exercises and frameworks
Networking and speaking opportunities

Through this programme, future data leaders will unleash their full potential to cultivate the essential qualities-and build a supportive network -to help them lead with purpose and make a lasting impact.

PROGRAMME AIMS

The Women in Data® LEAP initiative is specifically designed to empower female emerging leaders to overcome barriers and accelerate their progression into more senior data leadership positions.

Through structured learning, coaching, and peer engagement, participants will develop essential leadership skills, build confidence, navigate challenges unique to women in data and tech leadership, join valuable networks and create strategies for advancement.

The Alumnae will become strong business leaders as well as data leaders to ensure that the organisation benefits from a better alignment between the Data Office and other functions.

INDIVIDUAL SKILLS ACQUIRED

- ✔ Develop leadership skills built around purpose and empathy
- ✔ Build confidence and assertiveness in professional settings
- ✔ Influence senior stakeholders
- ✔ Facilitate action for sustained behaviour change
- ✔ Enhance data storytelling and presentation skills to influence and motivate others
- ✔ Plan for career advancement into more senior positions
- ✔ Inspire teams to improve their performance
- ✔ Create a long lasting network of support and mentorship

ORGANISATIONAL & BUSINESS IMPACT

Our research shows a culture of coaching and learning to be the most attractive asset for organisations in 67% of members. Sending delegates on the Women in Data® LEAP initiative, sends a strong message that your organisation is committed to achieving a better senior leader gender balance and will be seen as more appealing from a female talent attraction and retention perspective.

PROGRAMME AUDIENCE

The Leadership Equity Accelerator Programme (LEAP) is designed for female emerging leaders in data and technology ready to take the next step into formal senior leadership.

Typically attendees are already leading resources with disciplines focussed in Data, Insights, AI, Engineering, Architecture and Science.

The individual may occupy the title of CDO, Director, Senior Manager, Head of or Team Leader depending on the structure of their organisation.

UNIQUE FEATURES OF LEAP

PROGRAMME DURATION

16 Week duration

8 x Online modules

8 x Accountability coaching sessions

1-2-1 Individual coaching sessions

In-person sessions

Dedicated coach for duration

Scheduled to flexible working and care commitments

ACCREDITATION

Certification

Formal graduation ceremony

16 Delegates per cohort

FACULTY

Assigned executive sponsor

Inspirational guest speakers

Professional trainers and coaches

Specialist data industry faculty

Dedicated programme tutor

PREMIUM ACCESS & EVENTS

Priority access to speaking opportunities

Premium attendance at flagship event

Exclusive alumnae meet ups

Group coaching events

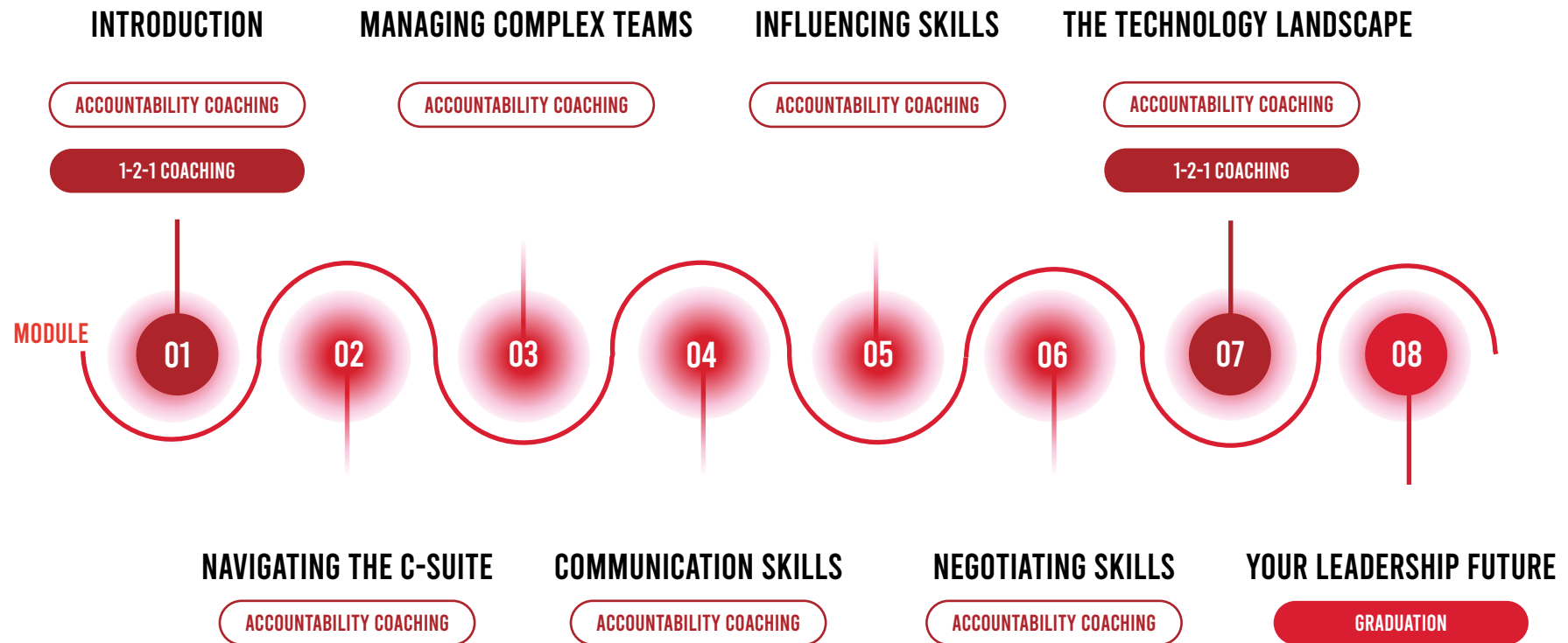Inspiration sessions

READY TO INVEST IN THE NEXT GENERATION?

Leap@womenindata.co.uk

FEES

PER DELEGATE £5,995

MULTIPLE DELEGATES ON APPLICATION

TRAINING AND COACHING CADENCE

INTRODUCTION

ACCOUNTABILITY COACHING

1-2-1 COACHING

MANAGING COMPLEX TEAMS

ACCOUNTABILITY COACHING

INFLUENCING SKILLS

ACCOUNTABILITY COACHING

THE TECHNOLOGY LANDSCAPE

ACCOUNTABILITY COACHING

1-2-1 COACHING

MODULE

01 02 03 04 05 06 07 08

NAVIGATING THE C-SUITE

ACCOUNTABILITY COACHING

COMMUNICATION SKILLS

ACCOUNTABILITY COACHING

NEGOTIATING SKILLS

ACCOUNTABILITY COACHING

YOUR LEADERSHIP FUTURE

GRADUATION

LEADERSHIP PROGRAMME SYLLABUS

Module 1.   Introduction
- Course objectives & structure
- Unique attributes for female leaders
- Specific challenges for female leaders
- Get to know the cohort
- Get to know yourself and develop a growth mindset
- Setting your personal goals and action plan
- **Introduction from motivational speaker**

Module 2.   Navigating The C-suite
- Structure and role of the C-suite
- The language of business
- What matters to the board and the business
- Building relationships with senior leaders
- Finding and leveraging your sponsor
- Effecting change
- **Content from guest speaker**

Module 3.   Managing Complex Teams
- Moving from practitioner to leader and beyond
- Better conversations
- Managing experts that know more than you
- Leadership styles
- Building balanced teams
- **Content from guest speaker**

Module 4.   Communication Skills
- Developing an engagement strategy
- Articulating the vision and roadmap
- Storytelling and presenting for impact

Module 5.   Influencing Skills
- Networking
- Building trust, personal presence and gravitas
- Overcoming doubt and so called imposter syndrome
- Leading challenging conversations
- Facilitating decision making
- **Content from guest speaker**

Module 6.   Negotiating Skills
- Getting what you want/need
- Strategies for managing work/life balance
- Learning to say No
- Negotiating styles
- Managing rejection
- **Content from guest speaker**

Module 7.   The Technology Landscape
- Managing AI reality and expectations
- Interacting with vendors
- From influencer to buyer
- Managing relationships
- **Content from guest speaker**

Module 8.   Your Leadership Future
- Course recap from exec sponsor and programme lead/coach
- Career development & planning
- Personal resilience
- Motivational closing session
- Certification and next steps

LEAP TEACHING FACULTY

Caroline Florence
LEAP Facilitation Lead

Caroline is the founder of Insight Narrator, a training and coaching company, specialising in supporting technical teams. Caroline has trained over 10,000 delegates from across the data and insights sector on soft skills relating to business partnering, storytelling, communication, presentation and facilition skills. She has trained thousands of commercial stakeholders, from Board level to business users, in data literacy skills, helping them to better define the problem statement and removing bias from their data intepretation to using data to tell stories in decision making forums.

Maggie Alphonsi MBE
Inspirational Speaker

Monica Jones
Chief Data Officer

Raj Chana
Coach

Seana Tomlinson
Trainer

Jane Grant
Trainer

Matthew Cox
Trainer

Ruth Spencer
Trainer

LEAP BUSINESS FACULTY

Fiona Sweeney
LEAP Director
fiona@womenindata.co.uk

Dedicated to developing a learning proposition for Women in Data® that truly moves the dial when it comes to leadership and female representation in Data & Tech. After more than three decades in the data and analytics industry, Fiona joined 'the great resignation' to find a role with purpose at its core. Fiona already experienced and recognised the skills emergency our industry is facing in to, the urgency dialled up for her when she placed a quantified data lens over the industry. With such a complex challenge in skilling the future workforce, Fiona remains determined that retention of experienced female talent is Women in Data®'s priority and will go a long way to tackle gender parity in Data & Tech.

Robin Sutara
Chief Technology Officer

Di Black
Managing Partner

Richard Davis
CEO/Chief Data Officer

Hannah Davies
Head of Data Culture & Excellence

Bhagya Reddy
Executive Director

Jennifer Visser-Rogers
Director

Louise Maynard-Atem
Director Data & Insight

Ryan den Rooijen
Chief Strategy Officer

Kinnari Ladha
Chief Data Officer

Payal Jain
Chief Executive Officer

Susanna Moan
Chief Data Officer

Angelique Augereau
Chief Analytics Officer

Lyndsay Weir
Chief Analytics & Insight Officer

Laia Collazos
Chief Data & Analytics Officer

Vipul Chhabra
Chief Data & Analytics Officer

WHY LEAP?

The LEAP initiative, designed by industry leaders, has been developed to accelerate the progression of the next generation of senior leadership.

Built from a deep understanding of the need for balanced teams and gender equity, Women in Data® has used its research, the 90,000 strong Women in Data® community, alongside industry leading trainers and role models to build a unique leadership accelerator programme.

Together with the core leadership models, sits a cadence of support and 1-2-1 coaching to reinforce learning, build confidence and develop external networks.

Women in Data® has 10 years' experience of successfully supporting women in the Data and AI space. Our unique perspectives and approach will ensure that LEAP brings the skills to your emerging talent to accelerate their advancement and your organisation's success.

In the last year 65% of State of The Nation (SOTN) respondents considered leaving their job and of those 45% actually went for an interview

Women in Data®, 2024

"The LEAP programme has given me skills that I have been able to use immediately within my role and has helped me understand my leadership style in a new way. Using these skills, I have already seen a positive impact on my team and relationships with senior management."

LEAP Graduate

"I now have the confidence to proactively address situations and make business decisions in a clearer and more effective way. My team is working more collaboratively as a result."

LEAP Graduate

Nielsen predicts that by 2028 women will account for 75% of discretionary spend, making them the most powerful influencers in the world

Nielsen, 2020

50% of women in data and tech roles leave by the age of 35. Creating a huge talent drain for a sector already struggling to attract women in the first place

Accenture and Girls Who Code, 2019

"LEAP has re-ignited my thirst to drive and progress in my career, it has given me a 'toolbox' of skills that I can lean on in any situation. I have learned a lot about myself and have really enjoyed the programme."

LEAP Graduate

women in data®

Women in Data® has been actively supporting women in data and tech for 10 years. We now represent a community of 90,000 with members in 85 countries.

Our aim is to achieve gender parity at every level in the data and tech sector. Our heritage is grounded in learning, role modelling and networking as we look to attract more women into data and then enable them to optimise their career to meet their personal aspiration.

We already support our community on their development journey with a range of interventions including weekly Lunch & Learn programme, hackathons, mentoring, coaching, Girls in Data charity and both hard and soft upskilling.

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