



LEADERSHIP EQUITY ACCELERATOR PROGRAMME

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

WOMEN IN DATA® LEADERSHIP EQUITY



The LEAP programme provides a safe and trusted environment for emerging female talent to learn and to hone their innate skills, to drive the cultural change necessary to exploit the opportunity that data and AI present. By combining formal learning, coaching and networking with current industry leaders, they will bring new and innovative thinking back to the business. Having graduates from this programme will demonstrate a positive employer brand and gender commitment, and show that your organisation is a great place for women to develop their career.

Katie Straker,
LEAP Programme Manager, Women in Data®

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.

“The LEAP programme helped me take a step back and think about how to view myself as the leader that I want to be, and to appreciate the qualities I have that have got me to where I am”

Cali Wood
Head of Data & AI Strategy & Culture, AXA
LEAP Graduate

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.

Having graduates from this programme will demonstrate a positive employer brand and gender commitment, and show that your organisation is a great place for women to develop their career.

LONG TERM IMPACT - ALUMNAE

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 Director, Senior Manager, Head of or Team Leader depending on the structure of their organisation.

“LEAP arrived at the perfect moment for me as I was transitioning into a new division, I was able to build credibility, deliver quick wins, and navigate unfamiliar power structures”.

Lola Durodola, Director, HSBC
LEAP Graduate

“The impact was immediate. It was remarkable to see a data leader from my Leadership Team, take up space and own their expertise within our Exec.”

Chief Data Office,
FTSE 250 Financial Services
LEAP Sponsor

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

MENTOR PROGRAMME

4 x 1 Hour Mentoring Sessions

Industry expert matched to delegate requirements identified in coaching sessions

ALUMNAE PROGRAMME

Exclusive to LEAP graduates

Specially curated annual programme of in person and online events

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?

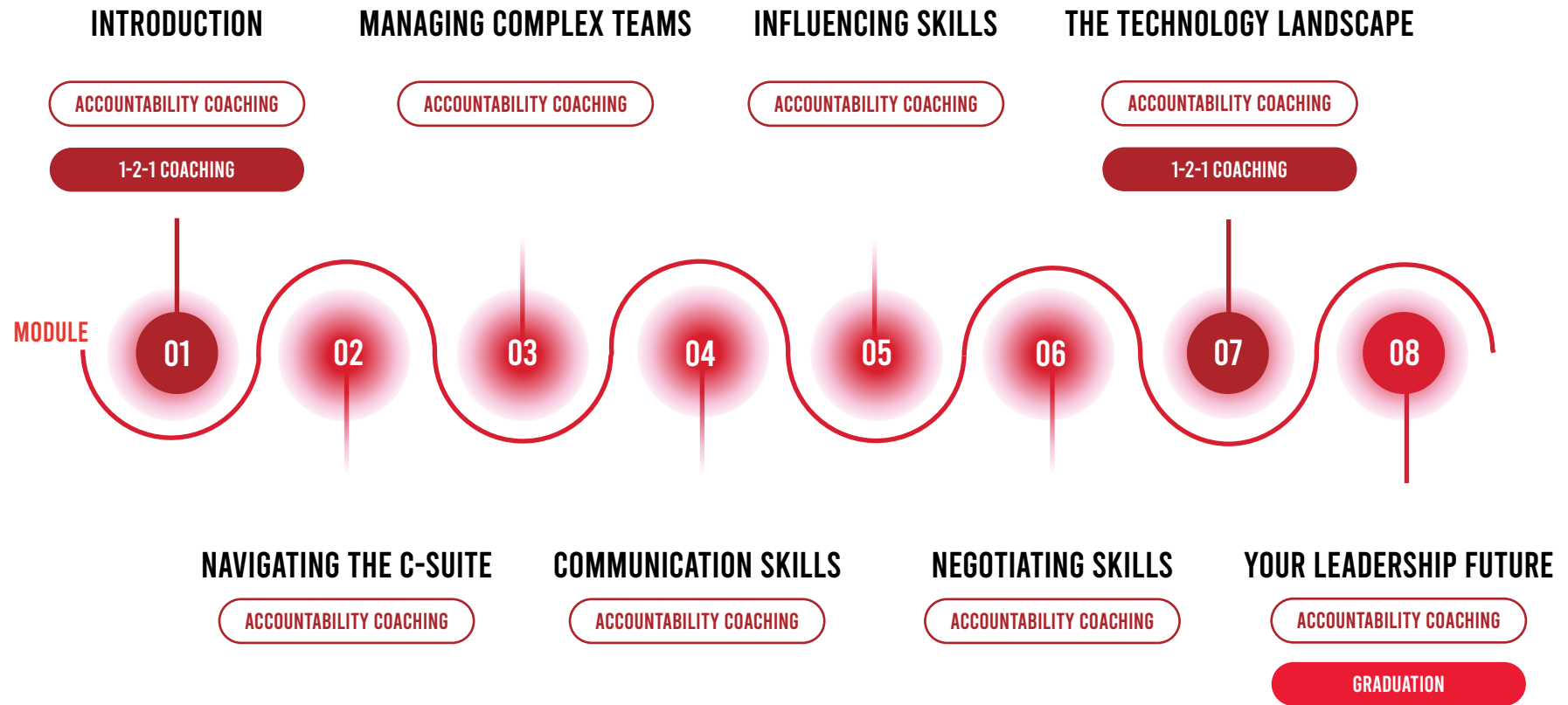
Leap@womenindata.co.uk

FEES

PER DELEGATE £5,995

MULTIPLE DELEGATES ON APPLICATION

TRAINING AND COACHING CADENCE



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 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 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 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 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 7. The Technology Landscape

- Managing AI reality and expectations
- Interacting with vendors
- From influencer to buyer
- Managing relationships
- **Content from guest speaker**

Module 4. Communication Skills

- Developing an engagement strategy
- Articulating the vision and roadmap
- Storytelling and presenting for impact

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
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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 facilitation 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 interpretation to using data to tell stories in decision making forums.



Seana Tomlinson
Trainer



Ruth Spencer
Trainer



Jane Grant
Trainer



Maggie Alphonsi MBE
Inspirational Speaker



Matthew Cox
Trainer



Holly Smith
Trainer



Richard Davis
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.



Payal Jain
Chief Executive Officer



Robin Sutara
Chief Technology Officer



Di Black
Managing Partner



Jennifer Visser-Rogers
Director



Louise Maynard-Atem
Director Data & Insight



Helen Louwrens
Director of
Data & Analytics



Kinnari Ladha
Chief Data Officer



Ryan den Rooijen
Chief Strategy Officer



Monica Jones
Chief Data Officer



Sarah Heffron
Chief Data &
Analytics Officer



Hannah Davies
Head of Data Culture
& Excellence



Steph Bell
Director of Analytics



Susanna Moan
Chief Data Officer



Lyndsay Weir
Chief Analytics &
Insight Officer



Vipul Chhabra
Chief Data &
Analytics Officer

“Companies in the top quartile for board-gender diversity are 27 % more likely to outperform financially than those in the bottom quartile”

McKinsey & Company 2023

Diversity matters even more: The case for holistic impact

TRUSTED BY OUR BRAND PARTNERS & ALLIANCE

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 100,000 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 11 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.



women
in
data

LEADERSHIP EQUITY ACCELERATOR PROGRAMME

“You can experiment in the safety of the cohort, take those tools into real life, and come back the following week to reflect and refine. That cycle of learning and testing is incredibly powerful and is a key differentiator in how we deliver the LEAP programme.”

LEAP Trainer, Caroline Florence



“I was thrilled to sponsor a member of my team in to a 2025 cohort of LEAP, the value and influence this individual gained from the programme was transformational, I will be enrolling another delegate in 2026.”

LEAP Sponsor, Managing Director – Data Consultancy

“When I enrolled on the LEAP programme I had two objectives in mind. The first was to equip myself with the skills needed to become a future leader in data, analytics and AI and second was to be a good role model for my daughter. I left the programme with so much more. I made strong connections with the most inspiring group of women. I learned so much from them through our shared experience and I realised that leadership looks different during different stages of our lives.”

LEAP Graduate, Janette McQuillan – Senior Data Scientist, Smarsh



women in data

READY TO INVEST IN THE NEXT GENERATION?

Leap@womenindata.co.uk

Women in Data® has been actively supporting women in data and tech for 11 years. We now represent a community of 100,000 with members in 129 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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