

# Elevate Her

## Aspiring Women in Leadership Programme



### Elevate Her: A Transformational Leadership Journey for Women

A 12-month immersive experience designed to cultivate confident, emotionally intelligent, and inclusive female leaders.

Tailored for those looking to step into their first leadership role or newly appointed into their first leadership role, this programme blends evidence-based development with nature-inspired reflection.

Our bespoke Aspiring Women in Leadership development programme is tailored for organisations that value inclusive leadership, psychological safety, and sustainable growth.



[gemmahogan@talenta.me.uk](mailto:gemmahogan@talenta.me.uk)

[lisaallden68@outlook.com](mailto:lisaallden68@outlook.com)

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## Core Workshop Outcomes for Participants

- Increased self-confidence, clarity, and leadership impact
- Deeper emotional intelligence and inclusive leadership mindset
- Stronger networks and support systems
- Clearer career direction and leadership identity
- Tools to regulate emotions, challenge limiting beliefs, and overcome perfectionism

## Value for your organisation

- Enhanced retention of high-potential women
- Cultivation of inclusive, psychologically safe culture
- Accelerated leadership pipeline for future succession
- Increased team effectiveness and collaboration
- Clear ROI through improved confidence, clarity, and influence

## Our Coaching Philosophy is ‘evolving from the inside out.’

- Growth begins with awareness of self-talk, core beliefs, and identity narratives
- We foster an environment of warmth and challenge - compassionate, but unafraid to hold the mirror up
- We integrate a Strengths-based approach with emotional literacy and values alignment

## Who Should Attend?

- Aspiring female leaders
- Female leaders in their first leadership role

*\*Cohorts limited to 8-12 participants*



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## Programme Flow

### Workshop 1:

#### **Leading from Within**

- Who am I? (*DISC profile*)
- Leadership identity & style
- Coaching as a leadership style
- Values coaching walk
- Values-led leadership

### Workshop 2:

#### **Personal Brand & Presence**

- Personal leadership brand
- Voice & presence
- How women rise
- Legacy walk
- Sponsorship & role modelling

### Workshop 3:

#### **Emotionally Intelligent & Inclusive Leadership**

- Emotional intelligence competencies (*ECR360 profile*)
- Energy management & boundary-setting
- Inclusion scenarios & empathy mapping
- Allyship

### Workshop 4:

#### **Daring Leadership**

- Confidence & self-belief (self-doubt & imposter syndrome)
- Working through resistance & limiting beliefs
- Dare to lead
- Circle of courage walk
- Confidence mirror

### Workshop 5:

#### **Influencing with Impact & Confidence**

- Stakeholder mapping & influencing
- Influence challenge walk
- Navigating organisational politics
- Confidence compass
- Radical candour

### Workshop 6:

#### **From Self-Doubt to Legacy**

- Leading with Strengths (*Strengths Leadership Profile*)
- Strengths swap
- Growth commitment walk
- Legacy circles
- Future self



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## What Makes This Programme Uniquely Powerful?

- **High-touch delivery model:** 1-2-1, peer, and group coaching layers
- **Dual facilitation:** by experienced leaders and qualified coaches
- **Personalised insight:** each participant receives a detailed **DISC Personality Profile, Strengths Leadership Profile & Emotional Capital & 360 Report (ECR360)**.
- **Real-world application:** learn by doing, in a psychologically safe environment.
- **Embedded learning:** through 1-2-1 coaching and group accountability calls we ensure insights translate into lasting action.
- **Psychological depth:** go beyond surface-level techniques.



### Case Study - Confetti's Women in Leadership Programme 2024

"I had the pleasure of working with Gemma and Lisa through the development and delivery of a Women in Leadership programme, aimed at aspiring female leaders within our organisation.

The programme Gemma and Lisa designed was thorough, insightful and thought provoking, and incorporated tangible outcomes for both the participants and the organisation. The programme was designed to ensure continual support and development with one to one coaching and mentoring opportunities for all participants in between delivered sessions, which kept momentum and engagement going.

All the participants came away from the programme with a more positive view of themselves, their value and their abilities - even those who may have been a bit sceptical at the start! Thank you both for all the time and effort you put into making this programme a success!"

***Director of HR & Organisational Development***



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## Testimonials - Confetti's Women in Leadership Programme 2024

"I have enjoyed learning so much about myself and taking the time to see how that impacts me as a leader, as a professional and generally how that makes me who I am. My confidence to be my authentic self has developed and ensuring my values and my brand are at the centre of how I want to be perceived. In turn understanding this, I can support others, create an environment within my team where everyone has the space to learn and develop."

"Even being offered the opportunity to take part in a Women in Leadership course came as a surprise, almost as much as my applying for it in the first place. I wasn't sure what to expect but found myself in a room full of intelligent and strong women intent on improving their managerial skills, while also working on self-improvement and building confidence. It has been a very inspiring and supportive course."

"The biggest impact for me has been that I had the confidence to apply for and achieve a promotion. I used specific knowledge from the course to prepare for my interview, and calming techniques directly beforehand, which I know made a dramatic difference to how I would normally present myself. Now, 10 weeks into my new role, I am still using ideas gained from the course, as well as making use of the coaching and mentoring sessions in order to manage my new team as successfully as possible."

"Gemma & Lisa bring their unique insights to help unlock your potential and support you in your growth. Infused with gentle good humour and real-world examples, their approach is accessible and inclusive which helps to bring about impressive results. Highly recommend."



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## Meet Your Expert Facilitators

Our programme and workshops are led by highly qualified professionals with a proven track record in executive coaching and leadership positions:

**Gemma Hogan:** an accredited Emotional Capital Report (ECR/360), Strengths and DISC Practitioner and Qualified Professional Coach. Gemma brings a wealth of experience as a Senior People Practitioner in HR, Talent, and L&D with extensive lived experience of change - acquisitions, restructuring and organisational design/development.

**Lisa Allden:** an accredited Strengths Practitioner and Qualified Professional Coach, Lisa offers a unique perspective from her background as a senior business leader in Sales, Further and Higher Education.



## Ready to Empower Your Aspiring Female Leaders and Transform Your Organisation?

If you are committed to developing inclusive, courageous cultures, Elevate Her equips emerging female leaders to lead with integrity, influence with purpose, and thrive with confidence.

To discuss how our **Elevate Her** programme can specifically benefit your organisation and create lasting change from the inside out, contact us today.



**Gemma Hogan** - 07791 863092

**Lisa Allden** - 07713 952864



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