

# CASE STUDY: CONFETTI COLLEGE

## Women in Leadership Programme for aspiring leaders

What?

Confetti College asked myself and my fellow coach / programme partner Lisa Allden if we could develop a Women in Leadership Programme for aspiring leaders which also incorporates an ED&I module.

Why?

Confetti College were consciously aware that there was a lack of diversity in their existing leadership team and they were committed to increasing this by intentionally developing their aspiring leader talent pool. The HR Director had previously attended one of our women in leadership events - Reset Retreat: The Next Chapter - and she was keen for us to include a lot of the content from this programme which she felt was a common language, namely self-doubt, imposter syndrome, developing self-confidence and resilience.

How?

- We collaborated with the sponsors - COO and HR Director - to ensure that we were clear about their vision, expectations and what success would look like. We helped the HR Director to devise a selection process to ensure a fair and equitable process. This also included supporting a calibration session and managing unsuccessful applications.
- We put together a proposal for a 12 months programme which included 4 offsite in-person workshops, an external mentor (carefully curated by us), an action learning set to connect the group from two different sites between sessions and self-awareness tools (personality profiling, strengths and emotional intelligence). Coaching featured predominately throughout with a blend of peer coaching out in nature and 1-2-1 coaching between each workshop.
- Ahead of the programme launch, we met each delegate and their line manager separately for a virtual coffee to introduce ourselves, provide an overview of the programme and expectations and to ask line managers to fully support time away from the business when delegates would be attending workshops. This also provided an opportunity for questions / concerns to be discussed.

- We incorporated Kirk Patrick's Model of Evaluation throughout which included delegate, line manager and sponsor feedback. Where appropriate, we flexed the programme to reflect pertinent feedback which was well received by delegates.
- The programme was hugely successful with numerous testimonials from delegates and would have run for a second year with a new cohort but due to the integration of Confetti College into Nottingham Trent University, this didn't come to fruition.

## Outcome

99

*"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!"*

**Lorraine Duckett, Head of HR & Organisational Development - Confetti College (part of Nottingham Trent University)**



★ Ready to accelerate your organisation's success? Let's collaborate to develop your future women in leadership - turning your vision into reality.★