

“

Leading the way

”

THE LEAD PROGRAMME 2020
by Moving Ahead



EMPOWERING.
CHALLENGING.
REWARDING.

LEAD



Are you ready to **LEAD?**



Welcome to LEAD 2020	1
Women's development - a critical intervention	2
The importance of women's professional development	3
LEAD FAQs	4
Our design philosophy	7
Cross-company LEAD at a glance	8
The programme explained	9
Cross-company LEAD in detail	10
What's it like being a LEAD-er?	14
LEAD expertise	15
Team LEAD	18
Fees	20
About Women Ahead and Moving Ahead	21

“Empowering. Challenging. Rewarding.”

WELCOME TO **LEAD 2020**



Women's development programmes not only inspire and release the potential of talented female leaders, they also engage and equip women to become catalysts for change.

At Moving Ahead we believe in the power of men and women working together to create gender inclusion and diversity. When we started Women Ahead nearly six years ago, we purposefully didn't offer women-only development programmes. However, since then we have adapted, innovated, and learned that when these programmes are carefully positioned, steering away from a 'fix the women' mindset, they do indeed accelerate change.

We're delighted to share our evolved and innovated LEAD programmes. We have two types. Firstly **LEAD cross-company** – our annual, flagship pioneering cross-company women's development programme. The 2020 programme launches in May with the first live event in June. Then there is **LEAD internal** – highly tailored for internal company cohorts of women, bespoke to your audience, context, timing and strategy.

Both programmes focus on stretching personal development, challenging mindsets and maximising impact. LEAD cross-company champions our expertise, passion and connections for bringing together cross-company, cross-sector groups to learn and grow together. As you read through the details of our flagship cross-company LEAD 2020 programme, keep in mind the opportunity to co-create an internal women's development programme with all of the defining features of our cross-company LEAD, including access to our Speaker Academy, one-to-one coaching, immersive learning events and regular touch points through keynotes and digital learning content.

Women's development - a critical intervention

We look forward to welcoming 16 senior female leaders to the cross-company LEAD programme in May 2020. Over nine months, they will stretch themselves professionally and personally, define their ambitions, create a pathway for success and form a strong learning community. This dynamic cross-company peer network will continue to impact and influence the group beyond the life of the programme as they share and reflect each other's strengths, hold each other to account and develop the courage to take the next step.

LEAD cross-company is like no other women's development programme. Participants will receive more than ten masterclasses from our world-class subject-matter experts, carefully curated to inspire, develop and guide the group through every stage of the journey. They will also benefit from one-to-one coaching and peer mentoring groups to bring to life, contextualise and embed the learning stimulus and experience. Finally, our diverse group of facilitators will bring their unique perspective and expertise to LEAD by weaving together every aspect of the programme and providing a consistent and supportive touchpoint.

At Moving Ahead we passionately believe in the power of stories. Therefore our LEADers are invited to join our Gender Balance Summit for International Women's Day, hosted in a central London location every March. Featuring more than 25 outstanding speakers and performances, the event is digitally broadcast and the film collection available for them all year round. We also believe in the power of community, so connection to Moving Ahead continues far beyond the programme itself, with access to our alumni community, events, and online connections.

Alongside LEAD cross-company, I'm delighted to announce that, as we speak, there are cohorts of internal LEADers on company programmes all over the UK. Whether cross-company or internal, LEAD is always such an inspiring, ground-breaking and unpredictably eye-opening experience for the Moving Ahead team, the LEAD faculty and its participants. We learn so much from our incredible LEADers and we can't wait to work with the 2020 cohorts!

Best wishes,

Liz Dimmock

Founder and CEO; Women Ahead and Moving Ahead



The importance of women's professional development

Research and experience tells us that women have unique strengths and diverse talents, many of which are under represented in senior leadership positions. Furthermore, recent studies by Harvard Business Review and others are now showing that women demonstrate more of the skills and competencies that define 'outstanding leadership.'

As organisations strive to improve their performance, become more diverse in their thinking and close their gender pay gaps, they desperately need female leaders. Yet data shows women are less likely to put themselves forward for promotions and less likely to create the networks needed to be visible. LEAD changes this.

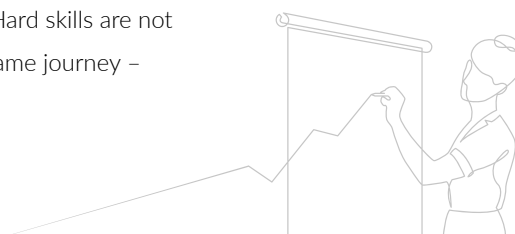
Retaining and accelerating women within leadership roles, and helping them thrive there, requires a specialist pathway and an alignment of several factors, including the secure time and space for reflection and growth, peer and leadership support, and specific skills development. The question is not just how to provide these, but how to provide them effectively and for the long term? Compelling content is not enough. Hard skills are not enough. An approach that treats every woman as if she were on the same journey – again, not enough.

“Many of us operate at the top end of the activist spectrum, moving from meeting to meeting, ticking items off to-do lists, and rarely creating the space for ourselves – or others – to think. When looking at who we want to become as colleagues, as leaders at work and at home – and how we can achieve those aims – enabling time to think is critical.”

LIZ DIMMOCK, FOUNDER AND CEO,
WOMEN AHEAD AND
MOVING AHEAD

“LEAD created a safe environment, helped me define my purpose and values, equipped me with knowledge, tools and a network of inspirational women. I was able to find real clarity about the type of leader I want to be and how to get there. At a career defining moment I was able to draw strength and courage from the other delegates and make a difficult decision with a new level of confidence.”

PARTICIPANT, CROSS-COMPANY LEAD



At Moving Ahead, we know that senior women require a secure space, expert insights and long-term support to truly become the leaders they want to be. LEAD has been created based on our expertise within gender diversity and inclusive leadership, combined with our experience driving change through mentoring programmes that range from internal to international. It is the programme our clients have been asking for and, indeed, the programme organisations need if they are to truly commit to closing the gender pay gap and achieving true gender diversity and inclusion within the highest levels of their organisation.

LEAD FAQs

01. What is LEAD?



LEAD is a nine-month immersive development programme for female leaders. Designed to drive change through learning, connection and mentoring. It offers women a secure space, expert insights and challenges, and the long-term support they need to consider, design and reach personal objectives. Differentiated from tick box development initiatives, LEAD takes participants on a highly personal development journey supported by one-to-one coaching to truly integrate the experience.

Cross-company LEAD brings together a cohort of up to 16 senior women in a unique cross-company environment that encourages maximum openness, participation and support. We aim for only one participant per organisation, ensuring confidentiality and network growth.

LEAD Internal delivers the programme to women internally within your organisation in line with wider strategy, in cohorts of 20.

“ LEAD is an exceptional opportunity. It brings together senior leaders and gives them the opportunity to explore together how they can become the best of themselves. There is simply no other course like it in the UK. ”

PARTICIPANT, LEAD

“ This programme gives you the ability to step outside of your day job and have no fear of vulnerability. You truly can feel comfortable and confident to embrace what LEAD offers. ”

PARTICIPANT, LEAD

02. Who is the programme for?



Cross-company LEAD is for ambitious, senior women leaders who either hold a 'Head of' role, have significant company or department-level decision-making authority, or regularly report to the board. They will be actively looking for their next career challenge and wanting to develop their personal and professional readiness. There are 16 places in each cohort and we aim for only one participant per organisation to ensure confidentiality and network growth.

LEAD internal programmes are co-created and tailored to your audience, therefore participants can be first-time managers, board level or anywhere in between, depending on business needs.



03. What are the outcomes of the programme?

As a result of the programme LEAD participants will:

- ▶ Have access to new perspectives, world-class thinking and learning experts to optimise performance
- ▶ Create robust solutions and tangible progress against personalised leadership challenges
- ▶ Develop a heightened sense of capability to drive their growth as a leader
- ▶ Cultivate community and connections through being a part of a strong cross-company peer network
- ▶ Receive personalised support and challenge from speakers, facilitators and coaches to educate, inspire and catalyse growth



Within each masterclass, whether face to face or virtually, participants will be given the opportunity to work towards specific outcomes.

A few examples include:

- ▶ Managing your mindset: Participants will cultivate a renewed and inspired understanding of how to overcome internal blockers, break through limiting beliefs and build a growth mindset
- ▶ True presence and impact: Participants will develop an empowered ability to demonstrate gravitas, build rapport and cultivate an authentic and magnetic style of leadership
- ▶ The art of thinking better: Participants will learn how to use their minds effectively, challenge typical thinking and inspire new ways of working

“ I would recommend the LEAD programme to any woman who is in a role who really wants to achieve her best or wants to provide a great leadership experience for her whole organisation ”

PARTICIPANT, LEAD



04. What are the expectations for participating in lead?

LEAD requires participants to commit time and energy to the full nine-month programme. This includes all events, check-ins and mentoring meetings. Yet it asks more, too. LEAD participants must be prepared to meet the following expectations:

We ask that LEADers are prepared to:

- ▶ Conduct honest reflection
- ▶ Challenge others and be challenged
- ▶ Be comfortable with the uncomfortable
- ▶ Bring their passion and ambition
- ▶ Be analytical, mindful and optimistic
- ▶ Acknowledge where they are today
- ▶ Identify what is really holding them back
- ▶ Explore their whole self
- ▶ Stretch their belief, assumptions and boundaries
- ▶ Set personal growth targets beyond natural levels of comfort
- ▶ Embrace personal responsibility for development and see it through
- ▶ Capitalise on help and support from experts, role models and peers
- ▶ Actively contribute to the development of other participants



05. How is LEAD structured?

LEAD's unique nine-month format has been strategically designed based on a 'Receive – Reflect – React' learning model, to ensure that different learning styles benefit from the programme and also to truly embed outcomes back into the workplace.

Participants attend immersive learning events, to build deep skills, insights and connections. The cohort is inspired by ongoing stimulus from world-class experts and supported by the personalised guidance from our facilitators. The ongoing development journey is further enhanced by group peer mentoring and virtual keynotes throughout the programme.

The structure of **LEAD internal** is tailored to each organisation and cohort. We bring forward the key ingredients, however the structure and content is adapted.

Our design **philosophy**

In LEAD, we bring together several fundamental elements to achieve meaningful shifts towards bespoke personal development objectives:

- 

A focus on personal and professional development together
- 

The time, space and psychological safety for deep reflection
- 

Connection with a diverse and dynamic group of fellow participants
- 

Insights and expertise from a world-class faculty



LEAD is
unapologetic
 in its provision of
space
for reflection
 and consideration, and unprecedented in its
nine-month
 duration and access to
world-class experts.

It offers the stimulus, support and momentum to drive real change.






























- 

Monthly touchpoints to maintain momentum
- 

Tools and content that speak to key development areas
- 

Ongoing support through structured mentoring

Cross-company LEAD at a glance

	Immersive learning events	Virtual keynote sessions	Mentoring groups	One-to-one coaching	Digital learning content
April 2020					
May 2020		Welcome virtual keynote session with Simon Arrowsmith on how to tell your story		 (pre-launch)	
June 2020	 Two day, two night launch event				
July 2020				 (after launch)	
August 2020					
September 2020					
October 2020	 One night and two full days midway event				
November 2020				 (after progress)	
December 2020					
January 2021					
February 2021	 Celebration one day event				
March 2021	 International Women's Day Summit			 (after graduation)	

The programme explained

Immersive learning events



Participants will attend three face-to-face learning events across the nine-month journey. The immersive nature of these events allows participants to delve deep into each phase of the learning experience from Receive to Reflect and finally React. The first two events will take place at The Great House, Sonning.

Virtual keynote sessions



At two points across the nine months, participants will come together online to take part in a virtual keynote session from one of our expert speakers. Content will be co-hosted by a facilitator to ensure that the learning is contextualised and integrated into the programme journey.

Mentoring groups

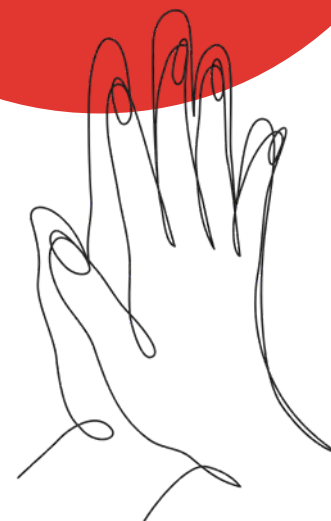


Peer-to-peer mentoring is threaded throughout LEAD. This provides a supportive environment for participants to continue to learn and challenge each other over the course of the programme, and emphasises the reflection phase of the 'Receive – Reflect – React' learning structure. Groups enable each participant to benefit from the perspectives, diverse experiences and support of at least two other women in a peer consultation format. Each of the four mentoring group meetings has a theme and agenda. We also provide an optional structure for the group to follow.



“These are incredibly senior women doing incredible things in different organisations, but sharing similar challenges and successes. That ability to share what's going well and not so well, and having those open conversations in the mentoring groups, has been a game-changer for me.”

PARTICIPANT, LEAD



One-to-one coaching



At four points across the nine month journey, participants will receive one-to-one coaching with a leading Moving Ahead coach. This personalised support is essential to integrating the learning from the immersive events and supporting participants to take real action – as such it is a highlight of LEAD.

Digital learning content



Participants will have access to Moving Ahead's online digital learning platform. This is a self-directed digital platform that participants can access in their own time. Learning content consists of short films from our expert speakers, reflection exercises, notification on upcoming events, and a place to collaborate and grow with their fellow LEADers.

Cross-company LEAD in detail

January to April 2020

Onboarding

We invite LEADers to share an onboarding profile form. This includes simple questions about your drive, expectations, capacity and commitment. This allows the LEAD team to ensure we are adapting to your needs and expectations and that we effectively match you to your peer mentoring group.

MARCH

The Gender Balance Summit by Women Ahead

In celebration of International Women's Day

Monday 2nd March 2020, The Royal Institution, Mayfair, London

The Gender Balance Summit features a fascinating and diverse lineup of more than 25 speakers, storytellers and performers. At London's Barbican in 2019, this included pioneering entrepreneur, Dame Stephanie Shirley CH; comedienne turned mental health campaigner, Ruby Wax, and poet and former gang member and poet, Karl Lokko.



“ A really good time to join LEAD is when you're at a transition point or at a crossroads. Perhaps there's something you know you need to work on but haven't quite got to it yet. LEAD can make a real difference to your understanding of what you need to focus on, how you can get to where you want to get to, and – the most important thing – provide you with an incredible network of supportive people to help you on your journey. ”

BETH STALLWOOD, LEAD FACILITATOR

May 2020

Welcome

Participants will be given pre-work from Simon Arrowsmith, Head of Story at Moving Ahead, in the form of a film and reflection exercises on how to tell your leadership story and making a powerful first introduction. This enables participants rapport building and develops a critical leadership skill. Participants will also have their first one-to-one coaching session before the launch event.

Two day, two night, immersive launch event at The Great House, Sonning (23rd - 25th June 2020)

Through a blend of inspirational speakers, facilitated support, programme structure, and reflective space, participants will identify their own unique development goal and determine what success will look and feel like.

Participants leave feeling empowered, with a heightened sense of their value as a leader and tangible ideas of how to get started.

Watch a video about

THE IMMERSION ▶

Find out more about

THE GREAT HOUSE, SONNING ▶

“What makes LEAD different is the exceptional immersion at the beginning. The programme and the incredible faculty alongside it give you the momentum and the deep dive into areas that are important to you and your personal development, but the bond that stays with the group is what has been most surprising and most valuable to me.”

PARTICIPANT, LEAD



July 2020

First group mentoring meeting

Participants will deep dive into the immersion content to take learnings further and discuss practical application to real life scenarios. Outcomes include a greater sense of understanding of how to take content from theory to experiential, and the development of practical next steps.

August 2020

Virtual keynote

Online session from one of our expert speakers on topics such as inclusive leadership, practising courage, and mental health and agility.

September 2020

Second mentoring group meeting

Participants review their current professional landscape and challenges. They gain a clearer understanding of how to move a particular challenge forward, get focused support from the group and learn from the experiences of others.



“There’s something really special about a small group, particularly when it’s senior leaders because there’s an intimacy which means that we can create a psychological safety quite quickly. But there is also a vulnerability which I think is key – we need to start scratching beneath the surface and really getting to what’s going on for us as leaders.”

KIRK VALLIS,
LEAD FACULTY MEMBER

October 2020**Two day, one night, immersive progress event at The Great House, Sonning (28th - 29th October 2020)**

At this second offsite, participants will explore their presence, authenticity and impact as a leader. Through a blend of inspirational speakers, reflective group exercises, mentoring and focused facilitation, they will engage in building a growth mindset, refining their personal brand and crafting their leadership narrative.

October 2020**Third mentoring group meeting**

Participants explore long-term career or personal aspirations and life goals. Outcomes include clarity and focus on what is actually important, realistic time frames, the confidence and drive to accelerate plans forward, and a renewed sense of energy and momentum.

“The biggest impact LEAD has made is having this network of women from a huge range of industries, backgrounds and experiences, all at different points in their career journey, all wanting to get something out of it for themselves but also willing to share so much for the benefit of everyone else.”

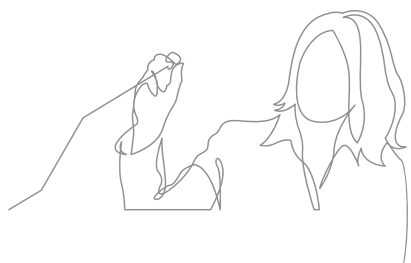
PARTICIPANT, LEAD

November 2020**Virtual keynote**

Online session from one of our expert speakers on topics such as inclusive leadership, practising courage, and mental health and agility.

December 2020**Fourth group mentoring meeting**

In this final group meeting, participants gather to prepare their leadership story for presentation at the graduation event. Inspired by storytelling they will explore structure and key moments, and develop the confidence to share it.

**February 2021****One-day graduation event (London location TBC)**

This is an opportunity to regroup in central London to share stories, celebrate successes, failures and learnings, and shift focus to what's next. Participants will explore trends and wider leadership issues so they are equipped with new perspectives and world-class thought leadership to optimise their performance and take the momentum of the programme back into their lives.



“ The thing I've really taken away from LEAD has been to invest time in my own development. Giving myself time to think, reflect and challenge what I do and how I do it has helped me move my career forward. ”

PARTICIPANT, LEAD

Beyond February 2021

Join the vibrant alumni for ongoing access to content, events and community.

Throughout the programme

Participants receive four, 90-minute, one-to-one coaching sessions throughout the programme. These highly tailored and personalised sessions offer the opportunity for individuals to dive deep into how the programme is resonating for them and work with a Moving Ahead coach to reflect and make changes.

Participants receive an additional broad spectrum of offline support and stimulus over the nine months to help drive their own development, acknowledge progress and overcome setbacks. This includes unprecedented personal access to digital learning content from world-class experts who introduce their areas of expertise and provocation.

LEAD participants are also invited as special guest VIPs to our Gender Balance Summit for International Women's Day in London in March.



Watch the video from

[THE 2019 SUMMIT ▶](#)

“ Cranking leaders through a generic programme can build valuable skills but will rarely result in a step change in development or performance. True growth occurs over time, with a lot of hard work and dedication, and usually some setbacks along the way. It rarely happens in isolation, so providing the right provocation, motivation, stimulus, and support is critical. ”

CHARLOTTE MONICO, FORMER HEAD OF PEOPLE DEVELOPMENT FOR GOOGLE EMEA, LEAD PROGRAMME DESIGNER AT MOVING AHEAD



What's it like being a LEAD-er?

Jules Parke-Robinson, Commanding Officer, Special Investigation Branch Regiment, Royal Military Police, was a participant on LEAD 2018/19



What was the highlight of the programme for you?

The peer mentoring. I've met some inspirational women who have helped me grow and I will continue to stay in touch with them beyond the end of the programme.

How have you used or embedded the learnings from LEAD?

LEAD was a revolution for me in terms of self-awareness – I thought I knew what made me tick but there was much more hidden under the surface. I have focused on my wellbeing more since LEAD, re-evaluating my priorities and really leading by example. I have a much greater understanding of the value of connection, in particular my expanded network has exposed me to worlds and opportunities that I thought were beyond reach or had little previous insight or experience. I finished the programme with clarity on my purpose, values and aspirations for the future.

“ LEAD created a safe environment, helped me define my purpose and values, equipped me with knowledge, tools and a network of inspirational women. I was able to find real clarity about the type of leader I want to be and how to get there. At a career defining moment I was able to draw strength and courage from the other participants and make a difficult decision with a new level of confidence. ”

In what ways was LEAD a factor in any major career decisions or transitions?

The programme was a catalyst for change; the experience gave me the confidence and courage to take my career in a different direction. I gained both mentorship and sponsorship from some incredibly talented and inspirational people who challenged and championed me at every step. By investing time, I gave myself permission to reset my personal goals and develop a plan to achieve them. My peer mentoring group was, and continue to be, a vital part of this journey, supporting me but also holding me to account.

What advice would you offer to someone starting LEAD next year?

Commit to embracing the opportunity and approach the programme with a growth mindset. Prepare to feel vulnerable and at times uncomfortable, knowing that it is a safe environment in which to share and learn.

What three words describe LEAD for you?

Empowering.
Challenging.
Rewarding

LEAD expertise – accessing a world-class faculty of facilitators and speakers

Throughout the programme, participants will benefit from ongoing access to Moving Ahead's world-leading experts as inspirational keynote speakers, one-to-one coaches and session facilitators.

Our faculty includes:



MEET DR CATH ▶

Dr Cath Bishop

**Olympian, former diplomat,
leadership development specialist;
Moving Ahead facilitator and speaker**

Cath brings her diverse and fascinating experiences as an Olympic medallist and diplomat in some of the world's hostile war zones to her keynotes and workshops on resilience, change and inclusive leadership.

Kirk Vallis

**Creativity and innovation expert;
Moving Ahead speaker and
diversity ambassador**

Creativity and innovation expert Kirk is an energetic and engaging speaker, facilitator and MC, with a powerful perspective on creative culture and inclusion.



MEET KIRK ▶



MEET DR KATE ▶

Dr Kate Goodger

**Olympic performance psychologist;
Moving Ahead speaker**

Mentored by the legendary Dr Steve Peters, Dr Kate delivers evidence-based workshops on mindset, imposter syndrome and managing emotions.

Ash Wallace

**Olympic performance expert,
Moving Ahead speaker**

As an athlete health consultant for the English Institute of Sport, Ash teaches audiences how to look after their wellbeing and become a corporate athlete.



MEET ASH ▶



MEET PATSY ▶

Patsy Rodenburg OBE

World-renowned author, expert and coach on presence

With wit and originality, Patsy delivers workshops for Moving Ahead's LEAD programmes on the topic of presence and impact.



Rachel Vecht

Former teacher, parent educator; Moving Ahead speaker

Former primary school teacher and parent educator, Rachel has been teaching parents and carers at corporate organisations for almost 20 years. She is a warm and thought-provoking keynote speaker and panellist.



MEET SIMON ▶

Simon Arrowsmith

Head of Story; Moving Ahead speaker

Storytelling expert Simon is a powerful speaker, who runs workshops helping managers and leaders refine their personal story and leadership narrative.



Susan Room

Expert voice and speaker coach

Combining her coaching qualification and degree in voice studies, Susan has work with clients internationally supporting people to find their voice.



MEET MELISSA ▶

Melissa Doman, M.A.

Organisational and counselling psychologist; Moving Ahead speaker

Melissa is extremely passionate about mental health awareness in the workplace and brings that topic to the forefront of everyone's minds in business with her easy and engaging delivery.

“The amazing thing about LEAD has been the access to all of the experts and the quality of the people who have inputted into it. They've really helped us to think differently about leadership, creativity and presence.”

PARTICIPANT, LEAD

Ann Usher MBE

Paralympic gold medal-winning canoeist

Ann's extraordinary story of resilience and tenacity inspires audiences to embrace a growth mindset and write their own story.



Pavita Cooper

Culture and inclusion specialist; Moving Ahead speaker

Leading talent and diversity expert and the founder of More Difference, Pavita is an eloquent speaker who shares her expertise on issues of inclusion, ethnic minorities and hidden talent.



MEET ANN ▶

Patrick McMaster

Flexible working specialist; Moving Ahead facilitator

Patrick coaches individuals and teams, helping them clarify and attain their goals, and realise their full potential.



MEET PATRICK ▶



Team **LEAD**

Within every LEAD programme, whether **cross-company** or **internal**, we have a faculty of subject-matter facilitators.

In addition to this, participants will always have one 'golden-thread' facilitator who will be in all sessions as their constant. Their role is to support participants in ensuring their best thinking and practice, encouraging full participation, promoting mutual understanding and cultivating a shared responsibility.



MEET SARAH ▶

Sarah Winckless MBE

LEAD Golden thread facilitator; Olympian; leadership development specialist; Moving Ahead facilitator and speaker

Sarah is an Olympian and has held leadership roles within the British Olympic Association, international youth sport and the Athlete's Commission. She is a global coaching expert, and expert on inclusive leadership, core skills and growth mindset.

“ Here at LEAD, what surprised me was that these incredibly talented women, with incredible CVs, huge achievements, don't yet see themselves as strong and powerful as they see each other. It has been the most amazing thing to watch them change and grow and begin to own their superpowers. ”

Dr Cath Bishop

LEAD Golden thread facilitator, Olympian, former diplomat, leadership development specialist; Moving Ahead facilitator and speaker

Cath is an Olympian and former diplomat. She has competed at three Olympic Games, winning World Championship gold and Olympic silver. Cath worked for the Foreign Office for 12 years, with postings to Sarajevo and Basra, specialising in global conflict issues and she now works as a leadership development consultant and a speaker, developing leaders and building resilience.

“ The strength of the LEAD faculty and the programmes we deliver is the breadth of perspective and experience which enables us to support, challenge and help all the participants of our leadership programmes to grow in ways that are lasting both personally and professionally. ”



MEET DR CATH ▶

Dr Kate Goodger

LEAD Golden thread facilitator; Olympic performance psychologist; Moving Ahead speaker

Kate has supported athletes and coaches with Team GB at seven Olympic Games. She has also established a strong reputation working with global businesses to create sustainable high performance environments and to help them unlock people based performance challenges.

“ From the first moment of being part of the LEAD programmes I have felt hugely privileged to be working with such dynamic and energised women. The level of curiosity around their own growth and a willingness to be vulnerable and ask tough questions of themselves is immense. The bespoke design also stretches me as a facilitator to an create environment that generates genuine value professionally and personally – these programmes demand nothing less. ”



MEET DR KATE ▶



MEET BETH ▶

Beth Stallwood

LEAD Golden thread facilitator; Development expert; Moving Ahead facilitator

Beth is an organisational development specialist, a qualified and experienced coach, facilitator and Chartered HR professional (MCIPD). She believes in leaders 'talking the talk', enabling a culture in which inclusivity and wellbeing are part of the DNA.

“ For me, the most inspirational aspect of being a part of the LEAD faculty is seeing a fantastic group of people come together, learn together, grow together, and ultimately create a bond that will last well beyond the life of the programme. ”

“ I would recommend this programme 100% because this was about taking time out to start work on the really important stuff and thinking about who I am as a leader, what I can achieve, how I can use all of the skills that I've gained. ”

PARTICIPANT, LEAD

Fees

Cross-company LEAD

The total cost for individual participation on cross-company flagship

LEAD is **£9,900 (excluding VAT)**

This fee includes all face-to-face immersive events, pre-work support, one-to-one coaching, virtual keynotes, mentoring groups, International Women's Day Summit participation, and accommodation and meals at The Great House, Sonning.

Internal LEAD

For internal cohorts of LEAD fees start from **£25,000 per cohort**, depending on speakers, programme design and format. please speak to us to talk through an internal programme design approach and fee basis.

Excludes personal travel to events



“ If I was embarking on LEAD I would think about three things: 1. What is it that you are ready change or are excited about changing? Simply don't do this programme if you just want more of the same. 2. Make sure you have the time to commit to it. And 3. expect to make friends that you will have for life. ”

SARAH WINCKLESS,
LEAD GOLDEN THREAD FACILITATOR

About Women Ahead and Moving Ahead

Moving Ahead and Women Ahead are social impact organisations working to improve workplace inclusion and diversity.



MOVING AHEAD

Our mission is to create an inclusive society in which individuals and organisations can be at their best. We work cross-sector, cross-company and cross diversity-strand, designing and delivering mentoring, development programmes and research that helps organisations achieve diversity of thought and perform better. To date, we have reached nearly 20,000 individuals across more than 260 organisations and 30 sectors. And our speaker academy supports individuals with extraordinary stories or experience in inspiring others.



WOMEN AHEAD

Women Ahead also collaborates with the 30% Club, a gender diversity movement. We manage their cross-company mentoring scheme, which now has more than 100 participating companies and nearly 3,000 mentors and mentees. The knowledge of working at this scale, and breadth of organisations, informs our work and the continual development of our practice.

To talk to us about joining LEAD cross-company or bringing LEAD Internal to your organisation, contact info@moving-ahead.org

“ I would really like to thank
Moving Ahead. The way this
programme has been put together is
inspiring, and is clearly inspired by all
their years of experience. Everything
comes together in this programme,
which is a real catalyst for change ”

PARTICIPANT, LEAD

LEAD

