

## Women in Leadership

## Women in the workplace – overcoming the obstacles to successful leadership

Although a lot of progress has been made, women in leadership roles are still battling with inequality and out-dated gender stereotypes on a day-to-day basis.

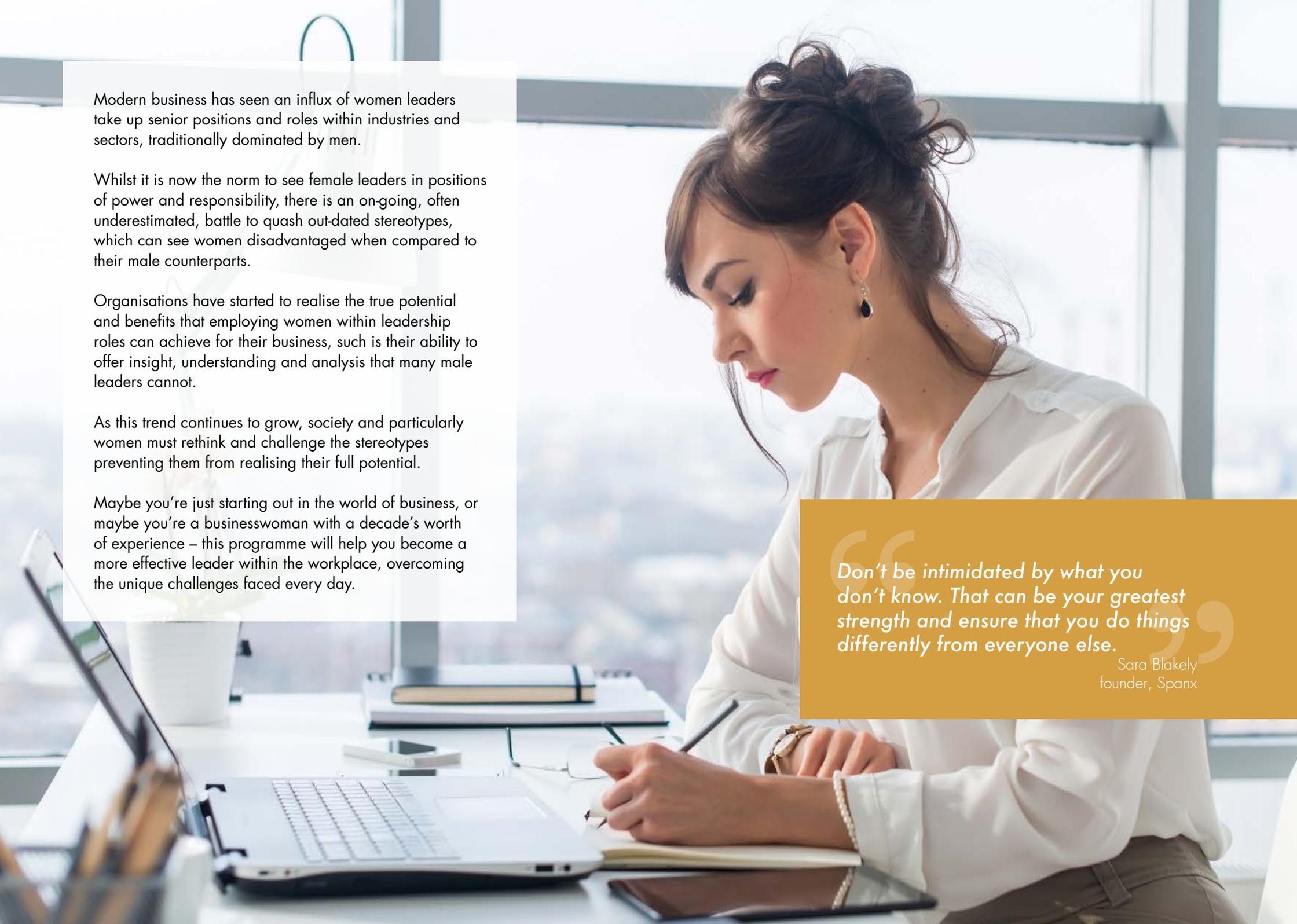
Organisations today face different challenges than in the past, but the need for strong female leaders, who lead by example, remains the same. You and your people have the necessary potential to be leaders and we will help you nurture the talent within.

LMI programmes deliver the permanent change in attitudes and behaviours that will enhance leadership abilities – helping women overcome the unique challenges they face within the workplace is one of the programmes we offer.

*What I have learned is that people become motivated when you guide them to the source of their own power and when you make heroes out of employees who personify what you want to see in the organization.*

Anita Roddick  
founder, The Body Shop



A woman with dark hair styled in a bun, wearing a white button-down shirt, is seated at a desk in a bright office. She is looking down at a notebook, holding a pen. A laptop is open to her left. The background shows a large window with a view of a city.

Modern business has seen an influx of women leaders take up senior positions and roles within industries and sectors, traditionally dominated by men.

Whilst it is now the norm to see female leaders in positions of power and responsibility, there is an on-going, often underestimated, battle to quash out-dated stereotypes, which can see women disadvantaged when compared to their male counterparts.

Organisations have started to realise the true potential and benefits that employing women within leadership roles can achieve for their business, such is their ability to offer insight, understanding and analysis that many male leaders cannot.

As this trend continues to grow, society and particularly women must rethink and challenge the stereotypes preventing them from realising their full potential.

Maybe you're just starting out in the world of business, or maybe you're a businesswoman with a decade's worth of experience – this programme will help you become a more effective leader within the workplace, overcoming the unique challenges faced every day.

*Don't be intimidated by what you don't know. That can be your greatest strength and ensure that you do things differently from everyone else.*

Sara Blakely  
founder, Spanx



# A dozen lessons to help you become a more effective leader

## Unlocking your leadership potential



First, we will help you believe in your full potential and how to release it. You will learn the opportunities for leadership and personal growth, recognising the courage you will need. You will focus on your strengths, understand the rewards of leadership and what true personal leadership means.

## Your personal leadership journey



Before leading others, you must develop personal leadership, learning the importance of self-knowledge and emotional intelligence. By understanding your past, you will escape the conditioned existence restraining you and develop a stronger self-image - you will recognise true leaders are authentic leaders.

## Learn to ignite your passion



We will help your passion become a way of life and help you recognise the hallmarks of genuine passion. We will show how the enthusiasm in others reflects your passion and how you can control the emotional climate. This lesson will also demonstrate how to build and understand the benefits of enthusiasm.

## Always expect the best



We will demonstrate the power of positive expectancy and the belief it needs. It begins with affirmation, but visualization will magnify and clarify the results. You will develop an attitude of positive expectancy and learn how attitudes and habits form, but can be changed to the benefit of everyone.

## Six pillars of personal leadership



You will learn to take responsibility for your success, before we help you determine your purpose – why you do what you do. You will improve your planning skills and recognise the passion needed to deliver results. We will explain the power of positive expectancy and your need for persistence.

## Assuming personal responsibility



Learning to take personal responsibility offers freedom and increased self-motivation, as will recognising basic human needs and learning fear is not an effective motivator. We will highlight the limits of using incentives to motivate and the power of motivating yourself and others through changing attitudes.

## It pays to be persistent



Building on all that has gone before, you will now learn the reasons why people give up and why you need to develop an iron-willed persistence. We will show how you can turn adversity into opportunity and the persistence you need to make better decisions; persistence does pay off.

## Living your life in balance



We will demonstrate the importance of the Total Person® and Personal Leadership. You will begin to understand time is the most valuable asset you have and planning your time for priorities is essential. We will explain how you must take responsibility for the time used and the liberation it brings.

## Identifying your purpose



You must be committed to an unshakable purpose. We will help you discover and define your life purpose, before helping you establish your priorities and create a personal mission statement. We'll explain the fundamentals of goal-setting and how to avoid distractions that divert your focus.

## Planning your personal path



You will understand the power of goal-setting and the benefits of committing to personal goals. You will learn the power of target dates and the difference between tangible and intangible goals. You will find the obstacles preventing you achieving goals and understanding different goals in the process.

## Learning successful communication



Good leaders are good communicators. This lesson shows you the critical role empathy plays in communication. You will learn to listen with empathy and develop empathy for others, so you can set an example through good relationship management - the benefit of leadership through good communication.

## Multiplying your leadership



You will understand leaders are role models possessing integrity and character. We will show you how leaders develop and empower people. You will understand the rewards this brings and the benefits of unlocking your potential as you face the challenge of being a leader.

## We are results orientated



We help people develop their true potential. Our programmes change the long-term behaviours and attitudes of individuals to deliver lasting results – they are not a short-term fix. By completing one of our programmes, we guarantee you will think, behave and act differently.

We believe leadership development is a journey best completed in four stages - these can be found on the following page. We help people understand their purpose and teach them how to achieve more and become a true leader of others.

## Take your time



Learning to change existing methods takes time, but you will slowly begin to understand the importance of goal-setting and how this can improve self-motivation. Our programmes are designed to deliver results over a sustained period of time, ensuring each participant achieves measurable results and a quantifiable return on investment.

## Spaced repetition



To help increase information retention the LMI programmes have used spaced repetition for over 50 years. Any ideas that are not immediately understood will become clearer with each revision of the lesson material.

## Multi-sensory learning



Our programmes are designed to appeal to more than just one of your senses, promoting improved learning and greater information retention. Reading and writing based revision is supported by audio files of the same lessons, improving and enhancing the total learning experience.

## Coaching and facilitation



At every stage of your learning we will coach you to develop action steps, devise plans, establish goals, etc., and encourage you to apply the ideas learnt.

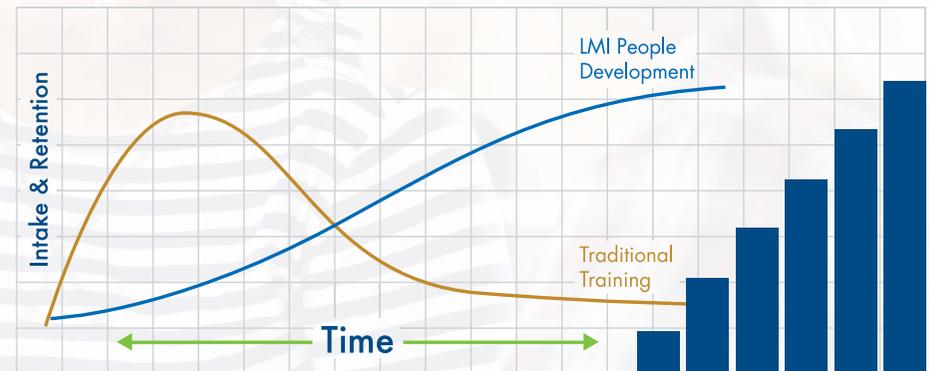
## Process Management and Feedback



Each lesson closes with an Application and Action section, designed to stimulate discussion on the topic, which can help you gain valuable insights from your peers or facilitator.

Our Plan of Action will help you turn learning into real-world actions, as you start transforming yourself into a more complete leader – someone your peers look up to and choose to follow.

Throughout the programme, we will constantly assess your progress and ensure you understand what we are trying to achieve. At the end of the programme you will have the opportunity to demonstrate your learnings with a final presentation.



## Next Steps



We believe everyone has the talent to lead within them and that it just needs to be nurtured. Now is the time to invest in your future and ensure you and your organisation are ready for the challenges to come.

# The Total Leader®

Modern business demands complete and total leaders who are ready to rise to the challenge of a much more competitive commercial environment. It is for this reason we have developed our Total Leader concept.

Our innovative yet proven development process will help nurture the hidden talent within you to ensure you become the leader your organisation needs today and tomorrow.

In addition to Women In Leadership, our process addresses three critical areas of development that you must master before you can be a total leader.

## Effective Personal Productivity

All effective leadership roles use personal productivity as their foundation. It is a basic aspect of human nature, yet many people still lack the direction and determination needed to achieve desired results.

You will improve productivity by using goal-setting and personal achievement as a motivation to work harder – achieving better results as you progress. You will also learn to cope with interruptions and distractions, becoming a team player who thrives in a learning environment.

## Effective Motivational Leadership

The natural ability to lead and motivate others is rare, and for most will need to be developed and enhanced with new skills.

We'll teach you and your team what it takes to become an effective motivational leader and develop and communicate a vision for the future.

The programme will show you how to build winning teams that can evolve with the business, promoting growth and advancement, whilst establishing an organisation of leaders.

## Effective Strategic Leadership

Organisations are constantly looking for individuals to develop the purpose of the business, helping to identify their key strategies, while streamlining existing processes to increase the profit margins for the company.

Our programme will help you clarify your strategic purpose, the very reason you exist and complete a comprehensive strategic assessment to recognise where you stand now.

You will also learn to create a strategic development plan and implement your strategic execution with a renewed focus and energy.



To find out more, or to discuss your needs  
in more detail, please contact Mark Tonks

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