



THRIVE

THE LEADERSHIP DEVELOPMENT
PROGRAMME DESIGNED FOR WOMEN
IN NOT-FOR-PROFIT TECHNOLOGY

A PARTNERSHIP BETWEEN THE CHARITY IT LEADERS, ELIZABETH
O'NEILL AND IAIN SMITH

ABOUT THE PROGRAMME

Our Women in not-for-profit technology “*Thrive*” programme is a leadership development programme designed to build the skills, capability and confidence of women leaders in the not-for-profit and charity technology sector.

Thrive is designed to evolve and grow the leadership capability and confidence of women who are already in or are aspiring to be in a leadership role in technology.

You will join a supportive cohort from a diverse range of non for profit organisations to authentically expand your networks through stimulating shared learning experiences and a team project collaboration.

The programme is run 100% virtual to make it more accessible and flexible and is designed to be done alongside a full-time role.



WHAT YOU WILL LEARN

Thrive equips participants with the skills, concepts and behaviours required for successful leadership and career progression. It allows participants to embed their learning and gain feedback in a supportive environment throughout the programme.

As participants work individually and collaboratively to:

- Embrace a 'leader as learner' mindset to your leadership contribution
- Understand your personal why
- Develop confidence in your own unique, strengths-based leadership style
- Fine-tune your interpersonal communication and authentic networking skills
- Learn to respond differently to challenges in your teams and organisations
- Develop a tangible plan for the achievement of your career ambition



PROGRAMME MODULES

Thrive is designed to engage participants in a detailed exploration of your leadership and management style, focusing on your individual drivers and enablers, covering the following core topics:

1. **Foundation** – getting to know each other, building trust
2. **Self-awareness** – your purpose, motivation and enabling beliefs
3. **Personal Brand** – a strengths-based description of your offer
4. **Confidence** – reframing barriers and building a support network
5. **Influence** – communication skills for engaging others
6. **Lead** – embracing and voicing your authentic style
7. **Team Project** – taking your project recommendations to a broader audience
8. **Forward** – optimising your impact as you implement your learning and celebrating success

Modules follow a four-week cycle and are designed to be achievable alongside undertaking a full-time role. Each module comprised of:

- A pre-workshop workbook
- A 4-hour group training workshop delivered on Zoom by two leadership facilitators to ensure participants benefit from high levels of personal engagement and diverse perspectives.
- Presentations by motivational guest speakers sharing their leadership stories.
- Peer learning sessions each month
- Themed Informal sessions to discuss and embed learning
- 3 x 1-2-1 coaching sessions



From self-paced, individual learning to interactive large and small group development, Thrive immerses participants in a vibrant, multifaceted experience. Interacting with peers from across a range of organisations, participants gain diverse insights and build powerful new connections.

The developmental journey has multiple learning loops to maximise individual learning and positively impact career ambition, comprising of:

- Individual learning readiness call
- Initial group engagement event
- Pre-work and questionnaires
- Feedback collection
- Whole group learning events
- Peer study groups
- Three executive 1-2-1 coaching sessions
- Lifetime Membership to an online networking group
- Industry guest speakers
- Themed informal sessions
- Group action-based research project
- Final moving forward workshop
- ILM Level 5 Leadership qualification

PARTICIPANT GAIN

Thrive will increase your:

- Confidence, focus and clarity on your career direction
- Self-assurance and positive belief in yourself on how to achieve your career goals
- Influence, communication and networking skills
- Ability to apply the tools and techniques you learn to solve the real-world challenges of being a leader in not-for-profit technology
- Potential to achieve your career aspiration, ambition and progression

These outcomes will benefit you in the progression of your career and your organisation in its increasing need for top talent in the not-for-profit technology sector. By stepping up and using your talents to the full, your progression will help increase the representation of senior women leaders in not-for-profit technology and provide a positive role model to those entering the sector.



ORGANISATION BENEFITS

Many organisations have goals to increase their gender representation at senior levels and fail to make the progress they have targeted. Thrive enables you to invest in making a difference in this critical organisational target area.

How does it benefit your organisation for your women leaders to attend our Thrive programme?

Each organisation is unique; however, here are some frequent reasons other organisations have told us why they invest in this way.

- **Succession planning:** It is more cost-effective and more motivating messaging to promote from within where possible
- **Staff retention:** Investing in development is one of the top ways to ensure people don't leave your organisation to progress.
- **Broadening perspective:** Learning from peers from a broad cross-section of the technology and not-for-profit sector can help specialists and experts widen their views
- **Visible action:** Investing in your women leaders increases your corporate image. It promotes your company positively as you invest in something tangible to close the representation gap at senior levels in your organisation
- **Positive role modelling:** Your women leaders will emerge from this programme with more career confidence, motivation, clarity and skills to add value to your organisation. Their progression will inspire others to aim higher too.





PRICING AND ENROLMENT

This is a sector-specific programme open to women who work in technology within the non for profit sector. It offers superb value for money for the individual participant and their sponsoring organisation, providing tailored learning and access to a not-for-profit technology-specific alumnae group. The group size for each cohort is limited to between 16 to 20.

Programme investment per participant: £4,495 plus VAT

This includes the ILM Level 5 Certificate in Leadership and Management.

ABOUT US



ELIZABETH O'NEILL

Elizabeth is a qualified coach specialising in technical leadership development. Combining this with her nearly 25 years of experience working in technology, over 10 of which are within senior roles within the not-for-profit sector, makes her uniquely positioned to facilitate this program.

Elizabeth is passionate about people development, and her down-to-earth style helps to bring fun, openness and energy to any learning experience.



IAIN SMITH

Iain has a proven track record of enhancing individual, team and group performance at executive and senior manager levels across multiple sectors. With more than 20 years in the L&D field, he understands how to align training programmes with the specific needs of clients.

Allied to this, he understands the fundamentals of how to engage with leaders at all levels to ensure maximum participation. He has the theoretical knowledge and practical experience to ensure training and development programmes achieve long-term, sustainable success.

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CONTACT US AT

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TO DISCUSS HOW THRIVE CAN HELP
YOU REACH YOUR POTENTIAL.

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