



UK QUALIFICATIONS, ASSESSMENTS AND SKILLS

Women in Leadership: Breaking Barriers, Building Success

A comprehensive programme designed for forward-thinking executives committed to transforming organisational culture and unleashing the full potential of female talent in leadership positions.

Developed in partnership with leading gender equity researchers and successful female executives from the FTSE 100.

"I don't think of myself as a female CEO. I think of myself as a CEO who happens to be female." — Emma Walmsley, CEO of GSK

The Current Landscape: Statistics and Trends

8%

FTSE 100 CEOs

Despite comprising 47% of the workforce, women hold just 8% of FTSE 100 CEO positions as of 2023.

39%

Pay Gap

The median gender pay gap across UK organisations remains at 39% at executive level positions.

35%

Board Seats

Women occupy 35% of FTSE 350 board seats, up from 9.5% in 2011, showing positive but slow progress.

Research consistently demonstrates that gender-diverse leadership teams deliver 21% higher profitability and 27% superior value creation.



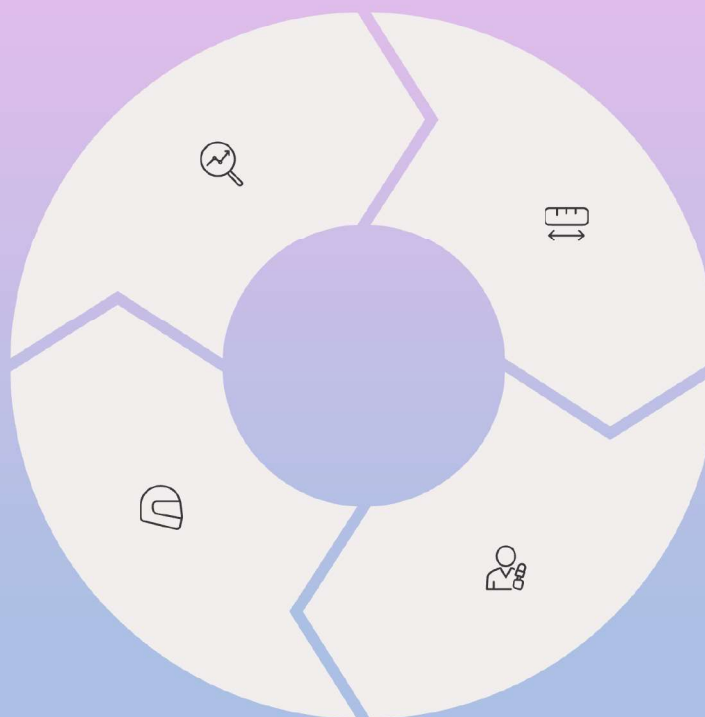
Understanding Gender Bias: Unconscious Prejudice in the Workplace

Recognition

Identifying how unconscious bias manifests in recruitment, promotion decisions, and performance evaluations. 73% of women report experiencing bias in performance reviews.

Intervention

Learning practical techniques to interrupt bias in real-time through structured feedback and systemic policy changes.



Double Standards

Understanding how assertive women are often labelled as "aggressive" while men with identical behaviour are seen as "confident leaders".

Microaggressions

Recognising subtle exclusionary practices like interruptions, idea appropriation, and being overlooked in meetings.

- Our research indicates that 94% of UK executives believe they make unbiased decisions, yet when tested, 76% demonstrate significant unconscious gender bias.

Proven Leadership Strategies for Women in Male-Dominated Industries

Strategic Visibility

- ✓ Volunteer for high-profile projects that showcase your expertise
- ✓ Develop a distinctive personal leadership brand
- ✓ Position yourself as a thought leader through publications and speaking engagements

Executive Presence

- ✓ Master confident body language and vocal techniques
- ✓ Develop decisive communication approaches backed by data
- ✓ Cultivate strategic gravitas in challenging situations

Strategic Sponsorship

- ✓ Identify and cultivate senior sponsors (not just mentors)
- ✓ Create reciprocal value for sponsors
- ✓ Build a personal "board of directors" for career guidance

Resilience Building

- ✓ Techniques for managing imposter syndrome
- ✓ Converting setbacks into opportunities for growth
- ✓ Developing psychological safety for your teams





Effective Communication: Finding Your Authentic Voice

Strategic Messaging

Learn the SBAR technique (Situation-Background-Assessment-Recommendation) for delivering impactful messages that drive decision-making.

Negotiation Mastery

Adopt research-backed strategies to overcome the "likeability penalty" when negotiating for resources, salary, or promotions.

Handling Difficult Conversations

Develop techniques for addressing problematic behaviour, providing critical feedback, and navigating conflict whilst maintaining relationships.

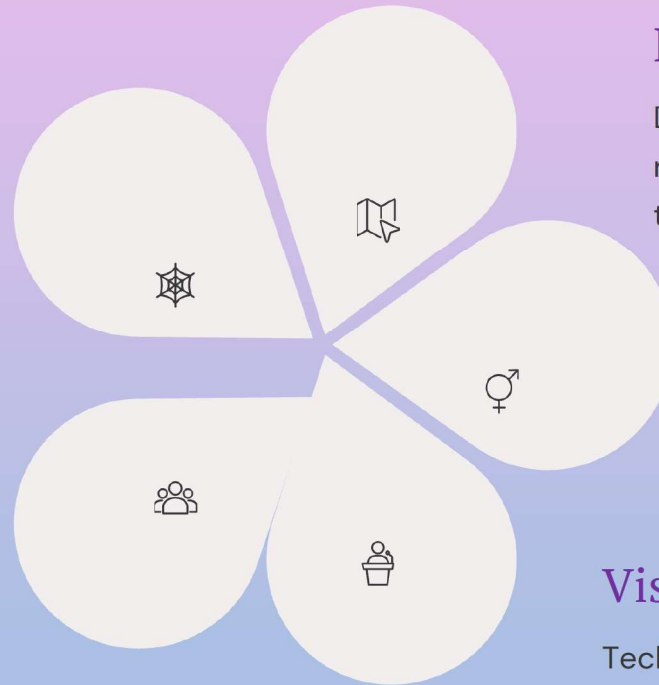
Building Powerful Networks and Strategic Alliances

Network Mapping

Conduct a strategic audit of your current network to identify critical gaps. Most executives have networks that are 67% similar to themselves.

Women's Networks

How to leverage formal and informal women's networks for sponsorship and opportunities.



Reciprocal Value

Develop your "value proposition" to ensure networking feels authentic rather than transactional.

Male Allies

Strategies for identifying and cultivating male champions who can advocate for you in closed-door discussions.

Visibility Building

Techniques for strategic self-promotion that feels authentic and builds credibility.

Research shows that 85% of jobs at executive level are filled through networking, yet women spend 48% less time on professional networking than their male counterparts.

Work-Life Integration: Sustainable Approaches for Female Leaders

Strategic Boundaries

Techniques for establishing and communicating clear boundaries without career penalties. Learn to delegate effectively and implement time-blocking strategies.

Energy Management

Replace traditional "time management" with energy-focused approaches that prioritise high-impact activities during your peak performance hours.

Counteracting Burnout

Implement research-based recovery practices from elite performance psychology to maintain sustainable high achievement.

Women leaders report spending 7.4 more hours per week on childcare and domestic responsibilities than male counterparts in similar roles—equivalent to a full workday.

The goal isn't perfect balance, but strategic integration that supports both career advancement and personal wellbeing.



Case Studies: Transformative Success Stories

1

Sharon White, Chairman of John Lewis Partnership, UK.

The first woman and first Black person to lead the 156-year-old retail giant. White implemented radical transparency practices, creating psychological safety that increased innovation by 48%.

2

Amanda Blanc, CEO of Aviva, UK.

Transformed the insurance giant by championing flexible working arrangements that retained 89% of female talent post-maternity leave, compared to the industry average of 61%.

3

Alison Rose, Former CEO of NatWest Group, UK.

Pioneered female entrepreneurship funding initiatives that unlocked £1 billion in venture capital for women-led businesses, creating a 34% increase in female-founded startups.

- ✔ Each case study includes detailed implementation strategies that participants can adapt for their own organisations.



Creating Inclusive Cultures: Championing Change

Transforming organisational culture requires both systemic changes and individual leadership actions.



Policy Review

- Conduct equity audits of recruitment, promotion and compensation processes
- Implement transparent salary bands and progression criteria
- Review flexible working options and parental leave policies



Leadership Development

- Design high-potential programmes with gender-balanced selection criteria
- Implement reverse mentoring to educate senior leaders
- Create sponsorship programmes matching senior leaders with diverse talent



Accountability Systems

- Link executive compensation to diversity targets
- Implement regular culture surveys with action plans
- Create leadership scorecards that measure inclusive behaviours

Companies with inclusive cultures report 59% higher innovation, 37% better assessment of consumer interest and needs, and 75% faster decision-making.

Action Plan: Implementing Measurable Goals

1 Conduct a Data Audit

Establish baseline metrics for gender representation at all leadership levels, pay equity, promotion rates, and attrition patterns.

2 Set Smart Targets

Develop specific, measurable goals with clear timelines for improving representation, pay equity, and promotion rates.

3 Create Accountability

Implement quarterly review processes with board-level oversight and integrate diversity goals into performance evaluations.

4 Measure Impact

Track progress through both quantitative metrics and qualitative feedback through regular culture surveys.

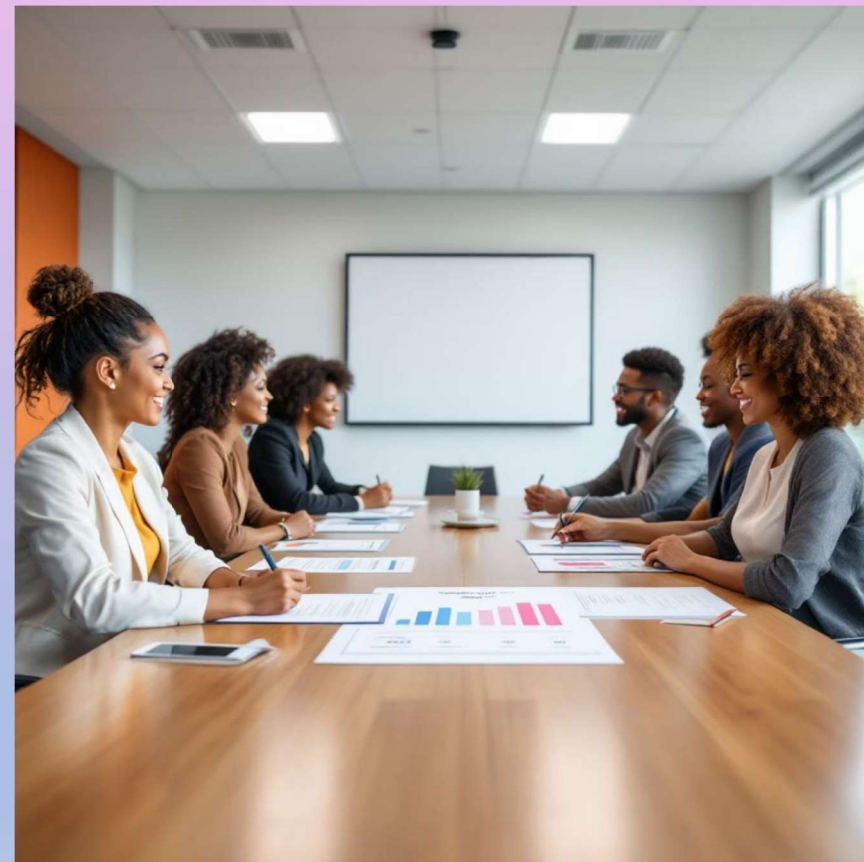
Contact Information

For more information about the "Learn to Earn" programme, please contact our team:

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[Schedule a Consultation](#)



"What gets measured gets managed. What gets managed gets improved."