

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.

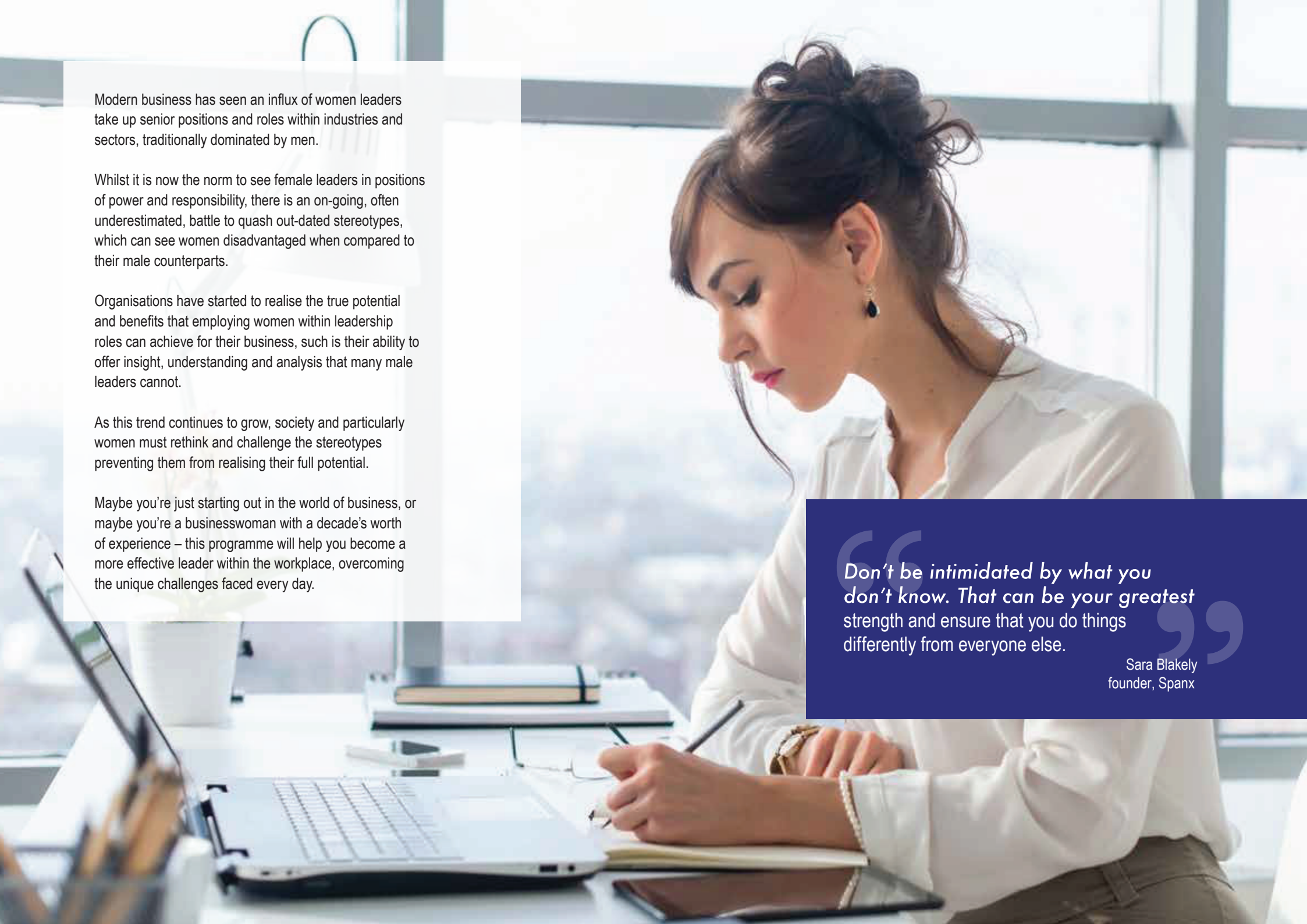
Organisations today face different challenges than in the past, but the need for strong female leaders, who lead by example, remains the same. You and your people have the necessary potential to be leaders and we will help you nurture the talent within.

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





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

Session One: Introduction to Concepts **1**

- Concepts of Success, Motivation & Attitude Changes
- Organizational Climate Survey
- Individual Self-Image Profiles
- Success as Related to Past Conditioning
- Attitude and Habits – The Effective Motivators
- Multi-Sensory Learning
- Spaced Repetition
- The Power of Goal Setting

Session Two: Goal Setting **3**

- Validation of ROI
- Developing Personal Related Goal Planning Sheets
- Developing Business Job Related Goal Planning Sheets
- Fine Tuning Goal Tracking Systems
- Integration of My-Tyme Planner with Goal Planning Sheets
- Profile Evaluation Awareness and Integration into Goal Planning Sheets

Session Three: Your Potential for Personal Leadership **5**

- Believing in Your Full Potential
- Discovering Your Untapped Potential
- Your Opportunity for Leadership Growth
- Personal Leadership Requires Courage
- Focusing on Your Strengths
- The Rewards of Leadership
- The Internal Nature of Personal Leadership

Session Four: Self-Knowledge: The Source of Personal Leadership **7**

- Self-Knowledge and Emotional Intelligence
- Leading with Emotional Intelligence
- Understanding Our Past
- Breaking Out of a Conditioned Existence
- Developing a Strong Self-Image
- True Leaders Are Authentic Leaders
- Committing to Authentic Leadership

Session Five: Six Essentials of Personal Leadership **2**

- Success Essential #1: Personal Responsibility
- Success Essential #2: Purpose
- Success Essential #3: Plan
- Success Essential #4: Passion
- Success Essential #5: Positive Expectancy
- Success Essential #6: Persistence

Session Six: Take Personal Responsibility **4**

- Personal Responsibility Equals Freedom
- Personal Responsibility and Self-Motivation
- Recognizing Our Basic Human Needs
- The Disadvantages of Motivation through Fear
- The Limits of Motivation through Incentive
- The Power of Motivation through Attitudes

Session Seven: Discover Your Purpose **6**

- Singleness of Purpose Requires Commitment
- Discovering Your Life Purpose
- Crystallizing Your Life Purpose
- Establishing Your Priorities
- Creating a Personal Mission Statement
- The Fundamentals of Goal Setting
- Avoiding Distractions on Your Path

Session Eight: Plan Your Path **8**

- Programming Your Goal-Setting Computer
- Committing to Your Goals
- Understanding Different Goals
- Tangible and Intangible Goals
- Obstacles to Goals Achievement
- The Power of Target Dates
- Is it Worth it to Me?

Session Nine: Ignite Your Passion **9**

- Making Passion a Way of Life
- The Hallmarks of Genuine Passion
- Enthusiasm Reflects Your Passion
- Controlling the Emotional Climate
- How to Build Enthusiasm
- The Benefits of Enthusiasm

Session Ten: Act with Positive Expectancy **11**

- Positive Expectancy Requires Belief
- How Positive Expectancy Works
- Positive Expectancy Starts with Affirmation
- Positive Expectancy is Magnified with Visualization
- Developing an Attitude of Positive Expectancy
- How Our Attitudes and Habits Are Formed
- Changing Current Attitudes and Habits
- The Self-Fulfilling Prophecy

Session Eleven: Follow Through With Persistence **13**

- Reasons Why People Quit
- Developing Iron-Willed Persistence
- Turning Adversity into Opportunity
- Making Good Decisions Requires Persistence
- Persistence Pays Off!

Session Twelve: Living A Balanced Life **10**

- The Total Person® and Personal Leadership
- Planning Your Time with Priorities in Mind
- Time Is Your Most Valuable Asset
- Taking Responsibility for the Time You Use
- Becoming a Total Person®

Session Thirteen: The Art of Successful Communication **12**

- Leaders Are Communicators
- The Critical Role of Empathy in Communication
- Learning to Listen with Empathy
- Developing Empathy
- Setting an Example by Relationship Management
- Leadership through Communication

Session Fourteen: Multiplying Your Leadership **14**

- Leaders Have Integrity and Character
- Leaders Are Role Models
- Leaders Are Developers of People
- Leaders Are Empowerers of People
- The rewards of Empowering Others
- Living a Life Filled with Potential
- The Leadership Challenge

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.

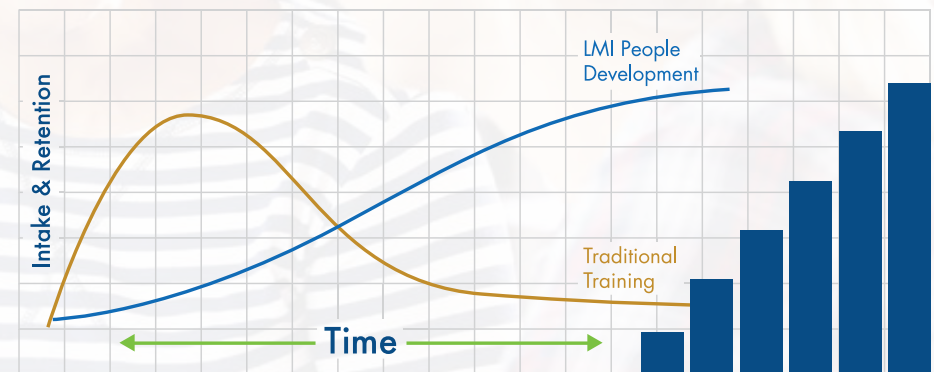
Process Management and Feedback



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.





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