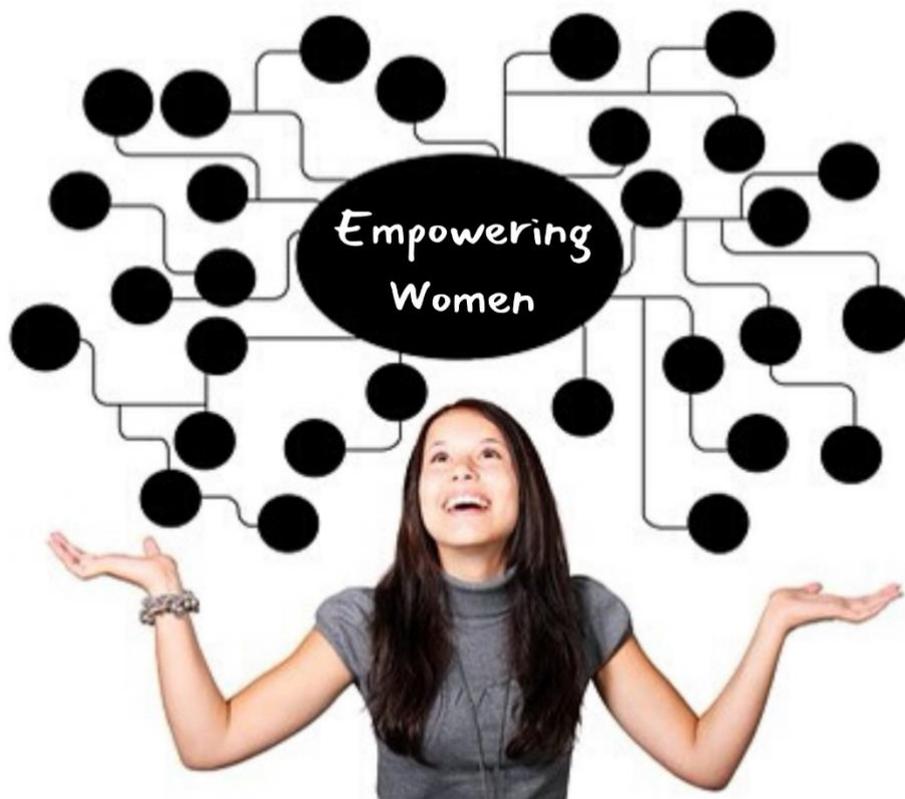


# Women Transforming Digital Leadership Belfast and Northern Ireland



## Summary

This is a unique **BCS Northern Ireland** open programme, in association with **Empowering You**, to build a collaborative community of women in digital roles in Belfast and Northern Ireland. Delivered part-time over 3 months from October-December 2020, **Women Transforming Digital Leadership** is designed to enable the transition of aspiring and early career female managers into confident, capable and motivated leaders. A key element of this programme, will be a team project to encourage and support women in tech/digital roles in the Northern Ireland community.



The course equips participants with the knowledge and behavioural insights required for successful leadership, embedding and functionalising new learnings as real world behaviour and action. You will join a small cohort from diverse organisations and will enrich your learning through shared experiences and collaboration.

**Empowering You** has delivered many **Empowering Women in a Digital World** programmes since 2014; utilising a proven model of blended and experiential learning that includes individual and group work supported by personalised one-to-one coaching.

***Important:** Due to the current situation around COVID-19, this programme has moved to a fully online delivery format, whilst maintaining a fully interactive and multi-layered learning experience in individual and group formats.*

## Key Learning Intentions

During the programme, participants will work individually and collaboratively to:

1. Accelerate leadership potential and embrace a 'leader as learner' mindset
2. Explore strategies to understand and engage more effectively with team members and stakeholders
3. Refine interpersonal communication and presentation skills
4. Identify and respond to challenges within the team and organisation
5. Leverage the combined expertise of peers to progress individual and collective growth
6. Collaborate to deliver a team project for the women in digital community



## Programme Modules

Segmented into five key modules, **Women Transforming Digital Leadership** engages participants in a detailed exploration around the fundamentals of leadership and management, focusing on individual drivers and derailers.

1. The power of connection, trust and relationships
2. Self-awareness – drivers, strengths and what holds you back
3. Emotional intelligence and working with others
4. Leadership styles, managing through change and optimizing your impact
5. Teamwork and community

## Participant Experience

**Women Transforming Digital Leadership** immerses participants in a multilayered development journey designed to ensure maximum individual impact.

This programme is delivered in an online, interactive format, using the virtual meeting features of Zoom technology; including breakout rooms, shared whiteboards and online

group chat discussions. Two professional leadership facilitators are used throughout our workshops to make sure we maintain high levels of personal engagement.

- Learning readiness - one-to-one call with Programme Leader
- Self-assessment
- Virtual workshop half-days x4
- Guest industry speakers sharing leadership stories
- Self-directed learning modules between workshops
- Coaching workbook and questionnaire
- Three individual coaching sessions at different stages of the programme
- Team collaboration project for the Northern Ireland digital community
- Virtual project presentation to wider network, sponsors and community

## Team Collaboration Project for Northern Ireland

In conjunction with the various course elements, participants will undertake a **Team Collaboration Project**. The purpose of this is to deepen and extend the courses learning outcomes and for the participant to extend the portfolio of evidence around their capability.

This aims and scope of this project will be decided by BCS NI working in partnership with local organisations and programme sponsors/supporters. Participants will be seen to be delivering something of lasting value to the Northern Ireland digital community. The project will provide opportunities for the participant to consolidate and demonstrate new skills.

Project outcomes may include such things as building resources to facilitate greater collaboration; ways to encourage more women into digital transformation roles; mentor support for women to progress their careers; taking best practices back into participant organisations etc.

**Programme Portfolio and Journal:** during the whole programme and including the team project, participants will be encouraged to closely monitor and report on their challenges and key learnings. These reports may include such things as a personal journal, stakeholder testimonials, surveys and statistics etc. This material along with elements from other aspects of the course will be collated together into a portfolio of evidence, showcasing each participant's unique learning journey.

**Project Support Calls:** to assist in planning and executing their Team Collaboration Project participants will have access to two dedicated webinar sessions with a project facilitator. The first session will be conducted soon after the initial workshop and focus on ensuring participants have clear and effective plans for their projects. The second session will be



conducted towards the end of the course and provide useful information to help prepare participants to deliver their project presentation.

**Project Presentations:** each participant and team will complete a short presentation on their team project and their key learnings.

## Programme Map

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

Activity	Format	Duration
Learning Readiness Call	One-to-one via Zoom/Skype	30 mins
Self Assessment	Self-directed, individual	60 mins
Virtual Workshop 1	Interactive via Zoom, group	Half-day (8 <sup>th</sup> Oct 2020)
Project Support Call 1	Interactive via Zoom, group	30 mins
Coaching Questionnaire	Self-directed, individual	30 mins
Virtual Workshop 2	Interactive via Zoom, group	Half-day (22 <sup>nd</sup> Oct 2020)
Individual Coaching 1	Interactive via Zoom/Skype	60 mins
Workshop Actions	Self-directed, individual	30 mins
Virtual Workshop 3	Interactive via Zoom, group	Half-day (5 <sup>th</sup> Nov 2020)
Individual Coaching 2	Interactive via Zoom/Skype	60 mins
Workshop actions	Self-directed, individual	30 mins
Virtual Workshop 4	Interactive via Zoom, group	Half-day (19 <sup>th</sup> Nov 2020)
Individual Coaching 3	Interactive via Zoom/Skype	60 mins
Workshop actions	Self-directed, individual	30 mins
Project Support Call 2	Interactive via Zoom, group	30 mins
Project Presentations	Zoom or at Belfast venue depending on restrictions	Half-day (date TBD)
Self Assessment	Self-directed, individual	60 mins

## Workplace Participant Sponsor

Each participant will be encouraged to identify a workplace sponsor who will support them during the course. The primary role of the sponsor will be to act as a sounding board for thoughts and ideas and to help ensure the participant feels supported and energised during the course. In many cases the role of workplace sponsor naturally falls to the participant's manager however this also presents an opportunity to connect and share ideas with another senior colleague. We will plan a virtual call for sponsors to fully brief them on expectations.

## Pricing and Enrolment

Pricing is as follows:

**£820 (includes VAT)** (BCS members)

**£845 +VAT** (non-BCS members)

Places are limited to a maximum of 24 and can be booked here ([link to Eventbrite](#)).

Workshop times/dates are fixed as follows:-

9am-12:30pm on Thu 8<sup>th</sup> Oct, Thu 22<sup>nd</sup> Oct, Thu 5<sup>th</sup> Nov, Thu 19<sup>th</sup> Nov