

a part of **W** The **WiB** Group

# Leadership and Management Training

## Lead Together - Bridging Genders, Building Equality



Our partners:



# Lead Together - Bridging Genders, Building Equality



Following thought-provoking focus groups combined with extensive research, we are delighted to introduce 'Lead Together - Bridging Genders, Building Equality'. This new programme will support organisations to develop greater gender allyship, so they can take action, see the impact and make a difference. We want to lead the way in creating an open forum for organisations to discuss and develop clear Action Plans to move the dial on gender equality.

With men and women at the table, this programme will allow organisations to spearhead the way in creating an inclusive workplace culture where the benefits in decision making and improved business outcomes are clear to see.

## During this 3-part programme you will:

- Move away from 'performative allyship' and understand what it means to have privilege
- Develop a growth mindset to lead inclusively and have the important conversations
- Explore your behaviours, identify different biases and receive tools to advocate for others
- Receive a toolkit for your organisation on their inclusion journey

In this programme we aim to proactively bring men, and women, into the conversation to explore the allyship journey, building mutual understanding of what allyship means and its inherent challenges. Allyship enriches our personal and professional relationships and enables an openness to building and accessing a support network that will increase our resilience and vulnerability. Inclusion benefits us all, no matter our gender.

Gender Allyship is a journey not a destination. Take accountability, ownership and initiative to move from awareness into action.



**Find out more:** [centreforlearningni.com](https://centreforlearningni.com)

# Lead Together - Bridging Genders, Building Equality

2025



## Session 1 – Building an Inclusive Workplace

Following this training day you will be able to:

- Define psychological safety and behaviours that foster this in the workplace
- Move from Fear to Growth Zone
- Reflect on DEI Individual Continuum and learn where you are on the journey
- Understand allyship from a human centric perspective and a commercial perspective
- Learn how you might experience privilege in the workplace and use that privilege to support and grow others
- Build an action plan to build cultures of allyship

## Session 2 - Allyship in Action

Following this session you will be able to:

- Define micro-behaviours, aggressions and inequities and their workplace impact
- Understand intent vs Impact
- Demonstrate allyship through inclusive language and communication
- Practice tips/techniques to lean into confronting these behaviours
- Address the micro-aggression as an ally and take accountability for your own micro-aggressions
- Champion Inclusive behaviours and speak up for others and ourselves

## Session 3 - Beyond Bias

Following this session you will receive the tools to:

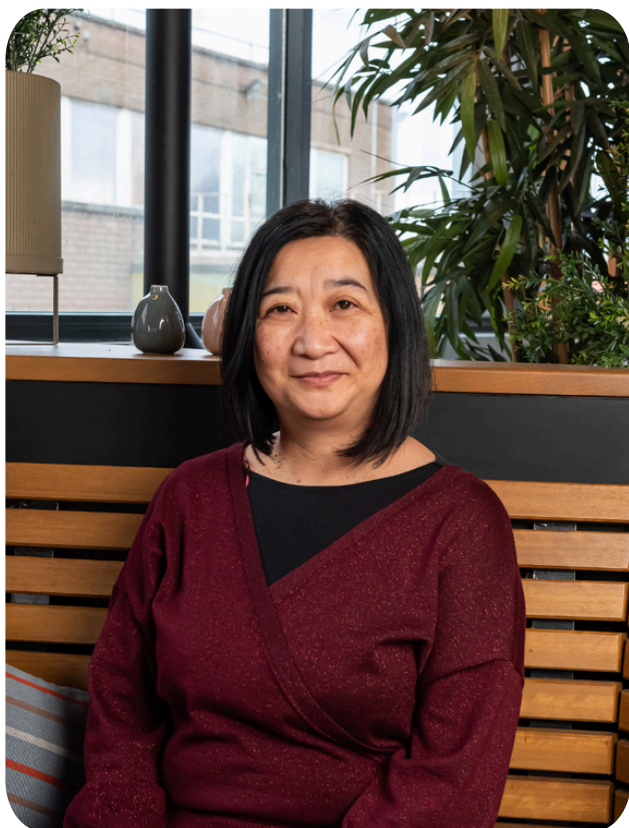
- Acknowledge your own unconscious bias and explore how to manage it
- Understand the different biases at play in the workplace and challenging them
- Take action for who should be at your table and how you bring them with you
- Respond to and confront bias when we see it in the workplace
- Reflect your learnings with your organisation, and understand what successful impact look like
- Take forward best practices for closing the allyship gap
- Move from awareness to action
- Carry out your action plan to create a more inclusive workplace



Find out more: [centreforlearningni.com](https://centreforlearningni.com)



# Lead Together - Bridging Genders, Building Equality



## **Sandra Lee- Training and Learning Solutions Managing Director**

Having been actively engaged in the field of learning and development for over 20 years, Sandra is a highly professional and experienced Learning & Development Consultant who co-ordinates and project manages learning solutions to support the wider business strategy of her clients. She works across sectors and industries both locally in Northern Ireland and globally including global delivery of female development programmes.

## **Joe McCartan - Training and Learning Solutions Partner**

Joe is an experienced coach, trainer and facilitator with over 25 year's leadership experience developing high performing global teams. In recent years, leading the Learning & Development function and strategy for Allstate NI, Joe played a key role in driving cultural transformation and increased employee engagement. Working both nationally and globally from the beginning of his career, Joe has gained a strong appreciation of the value of embracing diversity and is passionate about inclusion and empowering self-directed growth among employee and leadership teams.



Find out more: [centreforlearningni.com](https://centreforlearningni.com)

# What makes our programmes different?



Tailored content which is **relevant to today's working world**



Programmes to **address the challenges and barriers** often faced by women



Insights and advice on best practice as well as key tools from **industry leading facilitators**



External training provides the **opportunity to connect and learn with like minded women** outside of your organisation



Engaging programmes with **practical tools which can be applied immediately** to support continued development



**Discounted rates** for Women in Business, CBI and Northern Ireland Chamber members.



Our partners:







# Contact the team



Start your journey to learn, connect and grow today.



**Laura Dowie**  
**Director**

[laura@centreoflearningni.com](mailto:laura@centreoflearningni.com)



**Nicky Scott**  
**Head of Programmes & Development**

[nicky@centreoflearningni.com](mailto:nicky@centreoflearningni.com)



**Gina Black (maternity cover)**  
**Programmes Co-Ordinator**

[info@centreoflearningni.com](mailto:info@centreoflearningni.com)

Our partners:



## Centre of Learning Office

Arthur House, 41 Arthur Street, Belfast BT1 4GB  
Visit: [womeninbusinessni.com/centre-of-learning](http://womeninbusinessni.com/centre-of-learning)

