



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

Leadership and Management Training

People First: From Strategy to Impact



Our partners:



People First: From Strategy to Impact



As a people leader, how do you get your voice heard at a strategic level? How do you influence others in order to promote the value that you and the People leadership HR function bring to the organisation?

Today's business landscape is rapidly evolving and the People leaders that we meet share the challenges they face managing diverse workforces, navigating regulatory changes, and driving organisational growth.

If you are a People professional or HR Leader join us over a course of 3 months where you will:

1. Shift from feeling overwhelmed and often overlooked at a strategic level, to being proactive, setting boundaries, being in the driving seat - looking up and out to influence strategically and gain recognition.
2. Overcome your inner glass ceiling, break through limiting beliefs to increase your confidence and credibility as a people leader.
3. Learn how to successfully lead strategic change initiatives and enhance decision making skills.
4. Network with like minded women and learn through shared experiences.

The programme consists of four comprehensive modules, delivered by 2 industry leading experts plus a specific thought leadership module from the University of Ulster.

Additionally, three personalised coaching sessions will provide you with tailored guidance, feedback and support to apply learned concepts directly to your organisation's context.



Find out more: centreforlearningni.com

People First: From Strategy to Impact



Session 1

Content includes: To foster greater self-awareness and confidence, equipping senior leaders with strategies to drive personal growth and elevate their leadership impact. In using a profiling assessment tool, candidates will discover both their professional and personal strengths and preferences, enabling them to have greater impact in both their working and personal lives.

Session 2

Content includes: To cultivate authenticity, integrity and trustworthiness in leadership practice, integrating insights from leadership research. Applying evidence-based change management frameworks and techniques to drive successful personal and organisational transformation.

Session 3

Content includes: Insights, future thinking and case studies of organisations progressive in their thinking of both AI and Organisation Design.

Session 4

Content includes: To enhance the ability to influence stakeholders and navigate challenges with resilience and collaboration. Develop confidence in decision making under pressure. Understand the value of leveraging your networks to increase collaboration. Reflection and action planning for future success.



Coaching Sessions

3 one to one Coaching sessions scheduled throughout the programme with Michele or Joanne.



Find out more: centreforlearningni.com

People First: From Strategy to Impact



Joanne Kelly - Explore the Edges Director

Joanne is a leadership expert and accredited executive coach, delivering transformational leadership development programmes for over 15 years. Formerly with the William J. Clinton Leadership Institute at Queen's University Belfast, Joanne designed & facilitated leadership development and coaching programmes, including "Grit & Grace", benefiting over 200 women. Joanne is part of the Global Learning & Development team for Emergenetics International and an Assessor with Diversity Mark NI.

Michele Larmour - MAEL Strategic Solutions Ltd Director

Michele is a change and leadership consultant with international police advisory expertise, excels in strategic consulting for critical leadership challenges and transformational change. Michele, politically astute, leverages her extensive leadership background to help others shape change agendas, manage risk and work collaboratively. Michele holds non-executive roles in Washington Ireland Program and as Chair of the NI Ambulance Service and Police Rehabilitation and Retraining Trust.



Find out more: centreforlearningni.com

What others have to say

Elizabeth O'Connor MJM Marine

With busy work schedules and time constraints it is always difficult to find time for personal development. However I was delighted that I took the time to attend this course. I found myself looking forward to the sessions and felt it was extremely beneficial for my personal leadership journey.



Ailsa McNeill The Progressive

Michele and Joanne were exceptional and opened my mind up to so many new ways of thinking. It has been truly transformative for me.

Julie Henderson NIE Networks

Michele and Joanne were fantastic facilitators who created an environment for learning and growth and helped us all challenge ourselves. Their in-depth knowledge and experience in all topics made each module interesting and created so many learning outcomes and actions I will takeaway. I enjoyed being part of a small group of female leaders.



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:



Our customers



Since commencing in 2019, we have had the privilege of providing training support to over 4000 individuals and 200+ organisations from different sectors.

Learning from diverse individuals across industries offers delegates a safe space to discover themselves, break away from group-think, understand varied business landscapes and share unique perspectives for enhanced growth and learning.



Our partners:



Contact the team



Start your journey to learn, connect and grow today.



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