Oxford Women’s Leadership Development Programme

Looking to prepare for a leadership role in the future? Harness your potential to rise to the top
**About this programme**

Only 2 per cent of S&P 500 CEOs are women,¹ and in the UK, there are more men named Dave or David than there are females holding FTSE 100 chief executive positions.²

The Oxford Women’s Leadership Development Programme offers you a space to critically examine, acknowledge, and develop your leadership style and skills within a community of like-minded professionals. Over the course of six weeks, you’ll gain an understanding of the challenges female leaders face within the workplace and explore the unique strengths that will enable you to lead, negotiate, and influence. Discover how to analyse and navigate cultural dimensions, and expand your mentorship capabilities in order to empower others to pursue leadership roles. Based on an overarching programme framework of self-acceptance, self-management, and self-development, you’ll gain the skills and confidence to broaden your impact and realise your full potential as a leader.

**What the programme covers**

This online programme from Saïd Business School, University of Oxford is guided by three overarching themes: self-acceptance, self-management, and self-development. You’ll complete activities and assignments, participating in reflective group discussions that focus on these overlapping module themes.

You’ll examine your role as a leader and analyse the leadership style that best suits your specific context. Learn to navigate negotiation scenarios using your unique strengths, and explore how influencing strategies can be used effectively in leadership to create value. Gain insight into the differences between how men and women lead, and develop your ability to adapt and evaluate based on workplace behaviours. Walk away with a personal development plan to help you impact organisational culture and your future as a leader.

In the UK there are less women holding FTSE 100 chief executive positions than there are CEOs named David or Dave.*

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* *Financial Times* (Dec, 2018).
Who should take this programme?

This online programme is designed for both current and aspiring women leaders, across all industries and business functions. Women in existing leadership or management positions will have the opportunity to build on their critical skills in order to grow within the workplace and navigate the challenges and gender biases facing female leaders. This programme also facilitates the space for future leaders to develop, as they gain the confidence to influence, empower and drive female inclusion and representation within the workplace. Those aiming to overcome workplace barriers and break through the glass ceiling, both within their careers and organisations, will benefit from this online programme.

This programme is for you if:

- You’d like to gain confidence and skills to lead, influence, negotiate, and conduct courageous conversations.
- You want to harness your unique leadership strengths and styles and explore continuous self-development and management tools.
- You’re preparing to move into a C-suite position and want to effectively navigate the unique challenges faced by female leaders in the workplace.
What you’ll learn

This online programme integrates rich, interactive media such as videos, infographics, and e-learning activities as well as traditional didactic components such as written study guides (programme notes). There is a strong focus on self-reflection through journal activities and opportunities for collaborative learning through discussion forums. The following modules contribute to the holistic approach your learning path takes:

**ORIENTATION MODULE**

**Welcome to your Online Campus**

One week

You’ll be welcomed with a personal call and get introduced to your online teaching and technical support network. Begin connecting with fellow participants while exploring the navigation and tools of your Online Campus. Be alerted to key milestones in the learning path, and review how your results will be calculated and distributed.

You’ll be required to complete your participant profile, confirm your certificate delivery address, and submit a digital copy of your passport/identity document.
MODULE 1
Accepting yourself as a leader
Reflect on how you have led in the past and acknowledge your abilities as a leader.

- Recognise self-acceptance as an essential part of leadership
- Discuss how leadership has been conceptualised and adapted over time
- Identify crucible moments in your own life or career that enabled you to grow as a leader
- Determine how women can effectively rise to the challenges that they may face as leaders
- Differentiate between different styles of leadership
- Assess your own leadership styles and strengths

MODULE 2
Understanding your context
Learn how to read and diagnose context and react appropriately.

- Discuss macro changes and how they impact your sector, your organisation, your future, and you personally
- Articulate the complexities of your organisation’s cultural context
- Deconstruct the kind of problems you are trying to address and the implications for you as a leader
- Assess the demands, constraints, and choices of your role as a leader and what you can do in your context

Join the Oxford Executive Education Alumni Groupon LinkedIn

This is an official Saïd Business School, University of Oxford alumni group for all open, online and executive programmes. You’ll be able to network with past participants of other online and on-campus Oxford Saïd programmes and gain first access to School news.*

* Access to this group will only be granted following the participant’s successful completion and passing of the programme.
MODULE 3
Negotiating as a leadership practice
Understand cultural dimensions in order to negotiate effectively.

- Review basic principles and frameworks for effective negotiating
- Determine which strategies and tactics can help shape effective negotiation
- Articulate how cultural dimensions affect negotiation and how to adapt accordingly
- Investigate how women negotiate differently from men and the gender barriers they may face during negotiations
- Assess your own personal negotiation style and skills

MODULE 4
Becoming an influential leader
Recognise how to use your unique strengths to persuade and influence.

- Identify different sources of power used by leaders to influence others
- Articulate how value can be created by using the right sources of power as a leader
- Determine different strategies for influencing and when these strategies are most effective
- Investigate how to conduct difficult conversations as part of a leadership practice
- Reflect on your own power to influence and how you conduct difficult conversations

MODULE 5
Developing as a leader: What can help you?
Gain an appreciation for self-development as a lifelong activity.

- Review frameworks and models associated with coaching and mentoring
- Articulate how coaching and mentoring can be used as a development tool for leaders
- Determine how best to prepare for an interview or new role
- Investigate what other methods, tools, resources, or networks could further your development as a leader
- Recommend an action plan for self-development, using an array of resources and approaches

MODULE 6
Imagining your future possibilities as a leader
Create a personal development plan for your future as a leader.

- Outline future trends and predictions or the workplace
- Articulate what the future of work means for female leaders
- Investigate how senior leaders have used lifelong development to transition into their leadership roles
- Compile a development plan to equip yourself for your future as a leader
- Reflect on your key learnings and takeaways from this programme

With 21st century problems being so complex, most organisations have started to recognise that what they really need are a variety of leaders with a variety of styles, able to approach problems from different perspectives, able to bring different things to their teams as leaders. And that’s why women have so much to contribute.

– KATHRYN BISHOP, ASSOCIATE FELLOW, SAID BUSINESS SCHOOL, UNIVERSITY OF OXFORD
Who you’ll learn from

Your Programme Directors

These subject matter experts from Saïd Business School, University of Oxford guide the programme design and appear in a number of programme videos, along with a variety of industry professionals.

Sue Dopson
Rhodes Trust Professor of Organisational Behaviour, Said Business School, University of Oxford

Sue Dopson is deputy dean of Saïd Business School, and academic director of the Oxford Diploma in Organisational Leadership, Oxford Strategic Leadership Programme and the Women Transforming Leadership Programme. She is also a fellow of Green Templeton College, Oxford.

Sue is a noted specialist on the personal and organisational dimensions of leadership and transformational change, and her research centres on transformational change and knowledge exchange. Her current projects consider women’s leadership, changing career paths of health professionals and what leaders need help with and coaching on.

Kathryn Bishop
Associate Fellow, Said Business School, University of Oxford

Kathryn Bishop is the programme director of the Women Transforming Leadership Programme at Oxford Saïd. With over 30 years’ experience working with organisations undergoing major change, in both the public and the private sector, she also directs and teaches on leadership programmes for professional service firms and multinational corporations.

Her background includes IT and HR and she has worked as a director, a project manager, a consultant and as a non-executive director. Kathryn was appointed as the first Chairman of the Welsh Revenue Authority in April 2017.

Your Success Team

GetSmarter, with whom Saïd Business School, University of Oxford is collaborating to deliver this online course, provide a personalised approach to online education which ensures you’re supported throughout your learning journey.

Head Tutor
A subject expert who’ll guide you through content-related challenges.

Success Manager
Your one-on-one support available during University hours (9am - 5pm GMT) to resolve technical and administrative challenges.

Global Success Team
Available 24/7 to solve your tech-related and administrative queries and concerns.
Guest Experts

**Amanda Ellis**
Global Director
Strategic Partnerships and
ASU Julie Ann Wrigley Global
Institute of Sustainability

**Andie Athanasopoulou**
Senior Lecturer (Associate
Professor) in Organisational
Behaviour at Queen Mary
University of London, School
of Business and Management
and Associate Fellow, Executive
Education, Said Business School,
University of Oxford

**Andrew Gibbons**
Leadership Coach,
Said Business School,
University of Oxford

**Anita Grover**
Chief Executive,
Auditory Verbal UK

**Claire Andrews**
Leadership Coach,
Said Business School,
University of Oxford

**Danielle Brown**
Paralympian, Head of Training
and Development,
Kaleidoscope Investments

**Dessi Berhane Silassie**
APAC General Counsel and
Global Head of IP Legal,
MD, IHS Markit

**Emma Sergeant**
President Europe,
DAS Group of Companies
A powerful collaboration

Saïd Business School at the University of Oxford is collaborating with digital education provider, GetSmarter, a brand of 2U, Inc., to create a new class of learning experience – one that is immersive, collaborative, and designed for optimal accessibility for the busy working professional.

What is Saïd Business School, University of Oxford?

Saïd Business School blends the best of new and old. Deeply embedded in an 800-year-old world-class University, Oxford Saïd strives to educate people for successful business careers. As a community, it seeks to use business acumen and global networks to address long-horizon phenomena like demographic change, new technologies, and natural resource scarcity. Saïd Business School is committed to delivering cutting-edge education and ground-breaking research that transforms individuals, organisations, business practice, and society.

Saïd Business School, University of Oxford certificate of attendance

Upon successful completion of the programme, you’ll receive a certificate of attendance from Oxford Saïd as powerful proof of the enhanced skills and thinking abilities you’ve developed.

Assessment is continuous and based on a series of practical assignments completed online. In order to be issued with a Saïd Business School, University of Oxford certificate of attendance you will need to meet the requirements outlined in the programme handbook. The handbook will be made available to you as soon as you begin the programme.

Your certificate of attendance will be issued in your legal name and couriered to you at no additional cost. All certificate images are for illustrative purposes only and may be subject to change at the discretion of the University.

What is GetSmarter?

GetSmarter, a brand of 2U, Inc., is a digital education provider that partners with the world’s leading universities to select, design and deliver premium online short courses with a data-driven focus on learning gain.

Technology meets academic rigour in our people-mediated model which enables lifelong learners across the globe to obtain industry-relevant skills that are certified by the world’s most reputable academic institutions.
How you’ll learn

Every programme is broken down into manageable, weekly modules, designed to accelerate your learning process through diverse learning activities:

• Work through your downloadable and online instructional material
• Interact with your peers and tutors through weekly class-wide forums and graded small group discussions
• Enjoy a wide range of interactive content, including video lectures, infographics, live polls, and more
• Investigate rich, real-world case studies
• Apply what you learn each week to activity submissions and reflective journals, culminating in a personal leadership development plan.

Technical requirements

Basic requirements

In order to complete a programme, you’ll need a current email account and access to a computer and the internet. You should be familiar with using a computer and accessing the internet, as you may need to be able to read documents in Adobe PDF Reader, view Microsoft PowerPoint presentations, and read and create documents in Microsoft Word. In addition, you will need to install Adobe Flash Player to view the video lectures, resources and activities available in each programme module. Both Adobe applications are available for download.

Browser requirements

We recommend that you use Google Chrome as your internet browser when accessing the Online Campus. Although this is not a requirement, we have found that this browser performs best for ease of access to programme material. This browser can be downloaded here.

Additional requirements

Certain programmes may require additional software and resources. These additional software and resource requirements will be communicated to you upon registration and/or at the beginning of the programme. Please note that Google, Vimeo, and YouTube may be used in our programme delivery, and if these services are blocked in your jurisdiction, you may have difficulty in accessing course content. Please check with a Programme Consultant before registering for this programme if you have any concerns about this affecting your experience with the Online Campus.
Oxford Women’s Leadership Development Programme

Gain the skills and confidence to broaden your impact and realise your full potential as a leader.

REGISTER NOW

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