



# ENGAGE & INSPIRE

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A Communication Masterclass

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**INSPIRE GREATER IMPACT**  
LONDON • NEW DELHI • NEW YORK

**maynardleigh**  
associates

# Women in Leadership

Maximum of 10 people- Led by 1 MLA instructor

	Day 1
9:30am	Breakfast
10:00	<p><b>Introduction to training</b> - The aim is to explore how you can have impact, and influence dynamics authentically as women in a strongly male culture. The two days are a balance of practical tools, active self-reflection, group discussion and peer troubleshooting. Day 1 tools for Impact, focus of day 2 more on influence through relationship dynamics, but both are present throughout the two days. Everything underpinned by <b>Emotional Intelligence</b>.</p> <p><b>Brief Encounters</b> on where you have impact, where not, or similar questions. Callout here? Share perspectives on being a woman in leadership (personal or general) and (specific output) identify three issues to address in the workshop. Somewhere in intro mention about being present, phones,</p>
10:30	<p><b>Situational Status:</b> Eye contact, 1-10 line up with cards, Hello, Hello, You're late, I know. Practice in pairs in two lines responding to challenging behavior or pushback. Start personal learning points/checklist.</p>
11:00	<p><b>Attitude</b> Exploring a framework (Victim vs. Chooser model) to ensure a positive attitude to women in leadership situations</p>
11:45	Coffee break
12:00pm	<p><b>Voice</b> How do we evaluate voice and its impact? Love seats/feedback on voice. Expansion exercises to develop range, authority and flexibility of the voice (Breath, Articulation, Volume, Pitch, Pauses) Add to personal learning points/checklist</p>
1:00	Lunch
2:00	<p><b>Emotionally Intelligent Impact</b> Communicating with a range of emotional aims, partly to increase range and partly to explore gravitas and authority. Add to personal learning points/checklist</p>
3:00	<p><b>Putting it all Together</b> Set up that each person prepares and rehearses a one minute communication about something you feel passionate about and that you will deliver it to half the group and get feedback on your impact.</p>
4:00	Coffee
4:20	<p><b>Putting it all Together</b> Each person delivers their communication they prepared and receives feedback and coaching on their personal impact. When back together, quick call out on what they got from the session.</p>
5:00	Summary and personal reflections on the day

	<b>Day 2</b>
<b>9.00</b>	<b>Reflections on Day 1.</b> Agenda and focus for today. Tune in - breathe, how are you, set up and focus of the day. In pairs, link yesterday's checklist to preparation question (instances where you would have liked to influence better). Value of hindsight.
<b>9.30</b>	<b>Transactional Analysis</b> Intro framework for understanding relationship dynamics - outlining the model, and then some live demo and practice in pairs to influence the dynamics.
<b>10.30</b>	<b>Coffee</b>
<b>10.45</b>	<b>Forum Theatre</b> scenario of female leader being undermined by difficult behavior from male Partner.
<b>11.15</b>	<b>Putting it all Together</b> Using the Influencing Stakeholders template, each prepares a brief for their influence and plans how they will approach their influencing situation. (20 minutes)  They work in 3's with each person running the meeting with their influencee and then receiving feedback from them and the observer (3 x 20 mins) Debrief - what did you learn from the three different positions (influencer, Influencee, Observer)?
<b>12.45</b>	<b>Lunch</b>
<b>13.45</b>	<b>Personal Feedback</b> In groups, linked to authentic impact and influence - for each person, what works and what could they do to increase? Debrief about giving and receiving feedback.
<b>14.30</b>	<b>Troubleshooting in groups</b> - two groups
	<b>Coffee break as part of Troubleshooting</b>
<b>16.15</b>	<b>What next?</b> Personally (reflect on personal checklists and identify actions/ ideas you will put into practice)
<b>17.00</b>	<b>Close and Feedback</b>