

# ELEVATE



Foresight

## Welcome from our Programme Director, Suzie Ruffley

"Across different sectors, an ongoing challenge persists: the notable lack of women in prominent senior leadership roles. The solution is for companies to take proactive steps, implementing tangible solutions that can genuinely reshape the landscape. This is where Elevate, our women in leadership programme, emerges as a game changer.

Elevate transcends the notion of a simple programme; it's a transformative journey designed for successful women, extending from management level and beyond. It empowers women with the essential insights, mindset, skills, and self-assurance for truly excelling within leadership roles.


Elevate is strengthened by the power of a network made among its participants. It provides an environment where challenges can be openly shared, key stakeholders and champions identified, crucial skills are developed, a clear vision of future direction is achieved, and steps are mapped out to culminate in success.

It is the collective synergy that propels women forward in their journey of leadership excellence."

Suzie Ruffley  
Managing Director & Global Head of  
People & Sustainable Culture



# Programme Outline



Elevate is a women in leadership programme crafted by accomplished women.

The programme provides invaluable feedback, insights, success tools, and a platform for building a powerful professional network.

This course is designed for ambitious and motivated women already holding management roles who are ready to focus on how they are going to succeed in getting to the next level.

# Course Commitment

The course will commence with a deep dive into each person and will include a personality traits assessment, 360-degree feedback from your place of work, and time spent to understand you as a person.

The course launch will be held in person at The Shard, where the course coaches and participants will spend time getting to know each other, understand the course content and commitment required for success.

Following this, the course will unfold through a series of four full day sessions, spaced over a span of four months. The journey will culminate in a networking celebratory session, offering participants a platform to connect, reflect, and celebrate their achievements.

Session	Content	Commitment
1	1:1 Personal Insights	1 Hour
2	Elevate Launch	Half Day
3	Developing the Inner Edge of Personal Leadership	Full Day
4	Vision, Personal Drivers, Aspirations and Goals	Full Day
5	Your Leadership Campaign	Full Day
6	Influence & Impact	Full Day
7	Elevate Celebration	Half Day (Evening)

# Programme Content

## **Session 1 - 1:1 Personal Insights**


To get you ready for the journey you will undertake a personality traits assessment and a course coach will work with you to get 360 degree feedback from your place of work.

Your 1:1 Personal Insights session will be an hour where you, and a course coach will run through your results and feedback providing you with insights and opportunity for self reflection.

## **Session 2 - Elevate Launch**

At the Elevate launch session, we will provide a comprehensive introduction to the course, outlining its content, structure, and setting clear objectives and expectations for all participants. This session provides an opportunity to initiate networking with both the course coaches and your fellow participants and set the stage for collaborative engagement.

As the launch session concludes, we will discuss the preparatory work necessary ahead of session three. This will include sharing resources and work to be completed, ensuring everyone is fully equipped to engage actively in the upcoming sessions.



Over Sessions 3 and 4, you will build on your personality feedback, reflect on how you have got to where you are today and gain clarity as to where you want to be in the future.

You will have the opportunity to network, reflect on past experiences and lessons learned, and gain clarity of your aspirations to unlock your full potential - to create the win for yourself, your business, and the people you lead. These sessions will prepare you with a plan for you to build on to communicate with clarity and impact in Sessions 5 and 6.

## **Session 3 - Developing the Inner Edge of Personal Leadership**

If we want to be great leaders of people, teams and businesses then we must first be great leaders of ourselves - developing our 'outer edge' by developing our 'inner edge'. In this session we will focus on developing self-awareness and 'sense of self' - the personal power to develop, shape and influence.

You will gain a clearer sense of your signature strengths and indeed areas you would like to develop further and identify your motivators and core values. This will underpin the map of your unique Vision and your own personal drivers, aspirations and goals. Leveraging these will enable a mindset for success and greater clarity in identifying the Personal Brand that you want to communicate in later sessions.

## **Session 4 - Vision, Personal Drivers, Aspirations and Goals**

In this session we will focus further on knowing where we want to go, presenting our plans and identifying who can champion and enable us to get there. You will outline the kind of leader you really want to be, the impact you really want to have and how you want to feel as that leader. You will put together a Vision for your aspirations and develop a strategy for how to achieve this. This will include a map your current stakeholders and potential champions, ready to build a communication plan in further sessions.

You will clarify your focus areas and desired goals for the next three to six months so that effort and progress is focused and you leave with tangible actions for success. You will also have the opportunity to identify the biggest challenges in achieving your goals and use the power of the group to come with potential ways of over-coming those challenges"

## **Session 5 - Your Leadership Campaign**

During this session; you will create a personalised leadership communication campaign that will help you get from where you are today, to where you want to be in the future. This communication plan will include internal and external stakeholder/ relationship mapping, a central message platform as well as distinct communication goals.

This will give you a strategic path to engage influential stakeholders, enhance your visibility, strengthen relationships and ultimately, get further faster.

## **Session 6 - Influence & Impact**

Influencing and relationship building is the work of leaders. For women who want to progress in their careers as leaders, it is essential to understand how to strengthen their communication skills so that they can enhance their impact, influence and ultimately personal and professional outcomes.

Building on the work completed in session 5, this session will explore the fundamentals of influence – and how to prepare for and navigate the game changer conversations that really matter.

## **Session 7 - Elevate Celebration**

As the programme draws to a close, it will culminate in a gathering to engage in open discussions, reflect on the knowledge gained, challenges overcome, and strengthen the bonds forged throughout the programme.

This concluding event is not just an end but a new beginning, marking the transition to the next phase of your leadership journey. It is a time to celebrate, empower one another, foster lasting connections, and pave the way for a future where women continue to thrive in leadership roles.

Canapes and drinks will be provided in The Shard, with panoramic views overlooking the Thames and the landmarks of London.



# Coaches & Facilitators



## Suzie Ruffley, Programme Director

Suzie is an Occupational Psychologist with a wealth of experience and a passion for human capital. Having dedicated over 18 years to the field of Human Resources, she has spent the last 6 years playing an integral part at Foresight Group, contributing to the company's remarkable growth and people development. With dual MSc's in Occupational Psychology and Coaching Psychology, she brings a dynamic perspective to her role as the Global Head of People and Sustainable Culture and Elevate programme Director.



## Dr Alex Morris, Course Coach

Alex is an experienced consultant with over 20 years' commercial experience as a Psychologist and Leadership Coach. Her specialist background as a Chartered Psychologist, a Chartered Scientist, and Associate Fellow with the British Psychological Society (BPS), enables her to bring a unique approach to driving change. She has a PhD in Health Psychology and is also a registered UKCP Psychotherapist and Coach.



## Pippa Bateman, Course Coach

Pippa Bateman is the founder of Bateman Communication. Previous clients include FTSE 100 CEOs, Executive & Global Board members of some of the world's most successful organisations and she is also passionate about helping leaders and public figures prepare for public speaking events, including mainstage talks at TED. Her roots are in psychology and the performing arts. Having spent time on the West End stage, she then transitioned into Learning & Development, first at Mind Gym and subsequently with Anthony Gordon Lennox at AGL. She launched Bateman Communication in 2015 and is very proud of the close client relationships the business has developed since then.



## Jenn Macdonald, Course Coach

Jenn Macdonald has spent the last decade helping leaders to maximise the impact of their communication so that they feel at their best and perform at their best more consistently. She is a trained coach and facilitator who is passionate about designing programmes that boost participants' confidence and impact quickly. Jenn's passion for adult learning has defined her career. Before joining Bateman Communication, Jenn was part of the Learning and Development team at Christie's, the international art business. She moved agency-side in 2013 and has since enjoyed working with leaders in the financial, consumer & professional services industries.



## Holly Hesketh, Course Facilitator

Holly joined Foresight Group 5 years ago with a passion for people. She currently holds an MSc in Management and Business Strategy and a CIPD level 5 Diploma in HR Management.

# Costing & Applications

## Costing

Our sessions balance the latest psychological insights and theory with practical tools and approaches that enable participants to mobilise their learning in real time and discuss challenging scenarios that are relevant to them in their roles.

Full Programme - £8,995 + VAT per participant  
(Fees include all soft and hard copy pre work and session materials)

## Applications

To apply for the Elevate program or find out more information, please contact [elevate@foresightgroup.eu](mailto:elevate@foresightgroup.eu)

