

08 June 2017

Dear Colleague

I am writing to inform you that the Next Generation Leadership Programme run by the Centre for Advancement of Women in Politics in Queen's University Belfast is now open for applications.

This four day intensive course (non-residential), based at Queen's University Belfast, includes workshops and seminars on topics such as conflict management, communication skills, leadership skills, team management and work/life balance. It is designed to benefit both the participants and their sponsoring organisations. It provides participants with key skills, a more focused sense of their personal leadership capacities, a clearer strategy for the future, and an appreciation of the personal challenges and rewards inherent in becoming a leader. It is a programme which may also help contribute to gender equality strategies within the workplace.

The Next Generation Leadership Programme is open to women who are identified by their sponsoring organisation as leaders of the future, and who are committed to making a difference. It is designed to operate within a broad understanding of decision-making and thus welcomes women keen to participate and advance in all aspects of economic, social, political and public life.

Our next programme will run from 20th – 24th November 2017 and the deadline for applications is 8th November. We encourage participants to apply as soon as possible as places are limited to 20 per programme and we work on a first come basis. Full information is attached along with the draft programme and an application form. Please note that funding should be in place at time of applying and proof of funding will be required (i.e. PO number or email confirmation).

Please send completed applications to cawp@qub.ac.uk. If you have any questions or need further information please do not hesitate to contact us at 00 44 (0)28 90973629.

Yours sincerely



Professor Yvonne Galligan
Director
Centre for Advancement of Women in Politics

Next Generation 2017

Monday 20 November 2017

1900 – 1930 Wine and Soft Drinks Reception in the Old Staff Common Room
1930 – 2200 Welcome Dinner in the Old Staff Common Room
Address: TBC

Tuesday 21 November 2017: Old Staff Common Room

0845 – 0915 **Registration and Refreshments** in the Old Staff Common Room

Session 1 **Feedback: The Essence of Leadership and Management**
0915 - 1300 Sandra Lee, Training & Learning Solutions
1045 – 1100 Refreshment Break

1300 - 1345 Lunch and informal mingling

Session 2 **Leadership and Bias**
1345 – 1630 Dr. Noirin MacNamara, Queen's University, Belfast
1445 - 1500 Refreshment Break

Wednesday 22 November 2017: Old Staff Common Room

Session 3 **Getting the Future We Want**
0900 – 1230 Mark Faulkner, Director, Focused Partnerships Ltd
1045 – 1100 Refreshment Break

1230 – 1315 Lunch and informal mingling

Session 4 **Managing Conflict in the Workplace**
1315 - 1630 Gordon Douglas, Founder, Core Leadership & Una Reid, Head of Domestic Recruitment and Events, Queen's University, Belfast
1445 - 1500 Refreshment Break

Thursday 23 November 2017 : Old Staff Common Room

Session 5 **Speaking with Confidence**
0900 - 1600 Kellie O'Dowd, Good Relations Worker, Women's Resource and Development Agency
1045 – 1100 Refreshment Break

1230 – 1315 Lunch and informal mingling
14.30 – 14.45 Refreshment Break

Friday 24 November 2017: Old Staff Common Room

Session 7 **Creative Well-being**
0900 - 1230 Liz Comerton, Certified Counsellor, British Association of Anger Management
1045 – 1100 Refreshment Break

1230 - 1300 Presentation of Certificates by Dr. Margaret Ward
1300 - 1400 Lunch in the Old Staff Common Room

Next Generation Leadership Programme

The Next Generation Leadership Programme is run by the Centre for Advancement of Women in Politics (CAWP) at Queen's University Belfast, as part of its commitment to encouraging and preparing women for leadership and/or other forms of advancement in the public sphere.

Next Generation seeks to further address the current low levels of women's participation in the senior ranks of economic, social, political and public decision-making, exacerbated by the prolonged period of conflict in Northern Ireland. It is an intensive four-day programme which includes a mix of seminars, discussions and workshops, and it continues to be unique in its focus, content and aims.

Programme Benefits

Next Generation is aimed at women in mid-career who wish to progress and develop their leadership capacities. It provides participants with the space to explore their leadership potential in a supportive environment. Participants gain a more focused sense of their personal leadership capacities, increased self-awareness, a clearer strategy for the future, and key, transferable skills. The programme provides the opportunity for discussion and to build supportive friendships that last well beyond the course.

The sponsoring organisation benefits from improved strategic decision making and creative problem solving. Employees will be more focused and pro-active, with improved skills in areas such as communication, conflict management, and decision-making. This programme can be a key component in a broader organisational strategy to address the under-representation of women at senior levels. Greater diversity at senior level has been proven to increase effective decision making and boost performance across organisations.

Next Generation sessions are led by facilitators, who are experts in their field and provide excellent quality content and training. All facilitators hold professional qualifications and have worked extensively with a diverse range of clients.

CAWP undertakes a rigorous evaluation of each session and of the programme as a whole. We value all feedback from participants as it provides key insights into how the programme is received. Next Generation is revised and updated as and when required in line with best practice and participant feedback. As such it remains current and responsive to women's real needs.

Over the years, the response from participants has been excellent. During the evaluation process participants rate the programme and sessions out of 100 and CAWP uses a very high benchmark of 70% to determine satisfaction with the programme. In most years the overall programme has scored 100% satisfaction rating with 83% being the lowest average satisfaction rating for any programme.

Next Generation 2017

Participants benefit from a carefully structured programme with six key sessions and a short discussion and Q&A with a current leader in her field at the programme dinner. The sessions introduce and explore theory around the topic and then make it practical and relevant to the participants through interactive activities and discussion.

Feedback: The Essence of Leadership and Management with Sandra Lee

Participants gain increased self-awareness as to their strengths, areas for growth and impact on others as a leader. They will recognize what is expected of an effective leader, gain confidence in providing constructive feedback to improve performance and manage difficult conversations and reflect on their own development using the Johari window feedback model.

Leadership and Bias with Dr. Noirin MacNamara

Participants further develop their understanding of how unconscious bias operates and the models used to evaluate how stereotypes can impact on female leaders. Research findings on emotion and leadership and the intersections of race, gender and leadership will be discussed. Participants examine and reflect on leadership in the context of a changing world and diverse societies.

Getting the Future We Want with Mark Faulkner

This session provides participants with the opportunity to think and reflect about their personal definition of success and their aspirations for the future. It provides practical experience of how our internal thought process drives our behavior, influences relationships and guides and shapes our future. We explore concepts such as outcome based thinking and positive psychology that can have a powerful impact on both leadership style and personal resilience. The session also focuses on career planning, introducing participants to techniques to think widely about their professional competencies and opportunities for the future.

Managing Conflict in the Workplace with Úna Reid & Gordon Douglas

Participants explore how attitudes differ toward dealing with conflict and reflect on their own attitude or style of conflict management. The session outlines key skills such as understanding when a disagreement becomes conflict. These skills can be developed and called on to deal with difficult situations when they arise in the workplace. Conflict generally engenders a feeling of discomfort and fear but with some awareness of how and why conflicts arise and the tools which can manage them, positive outcomes can be arrived at where individuals can resolve their differences and learn from their experiences.

Speaking with Confidence with Kellie O'Dowd

The ability to speak with confidence is an essential skill in leadership and decision-making. Whether it is designing and delivering a presentation or contributing confidently at meetings, this day long interactive session will cover the 'nuts and bolts' of speaking with confidence in whichever situation participants find themselves in. This session will also look at the gendered nature of public speaking. This practical workshop puts participants through their public speaking paces and provides personal constructive feedback to take away and work on.

Creative Well-being with Liz Comerton

This session explores how we react to pressure and its effect on us at work and home. It provides a wide range of effective skills in creating wellbeing and finding a balance between work and life. It includes a variety of solutions and techniques relating to ways of increasing energy levels, relaxation tips, the use of mind work, coping with anger, creating calmness and increasing happiness in life. A related CD will be available.