



THE EOS PROFESSIONAL PROGRAMME ~ UNLOCKING EXCELLENCE

Nearly 3/4 of women say they still face barriers to top-level promotion in the UK.

(BBC April 2011)



The Eos Professional Programme

www.eosprogramme.com

0843 523 5373

Professional development for women

Is your organisation realising its full potential? Unless you're actively developing and supporting your female staff to move into senior positions, the answer is NO. Your company is missing out on greater success, reputation, creativity, resourcefulness and profit.

The Eos Professional Programme has been designed to support your organisation's approach to ensuring diversity in senior management, and to grow and maintain the talent pool in your organisation from which inspirational women leaders can be selected. By addressing the challenges faced by women seeking advancement, you can harness the massive, untapped potential that's currently sitting within your company.

Eos is probably unlike any other professional development you have had in your organisation before. With techniques and ideas proven over 25 years' of success in the corporate and business sectors¹, participants learn to identify and release the negative thinking patterns that are holding them back, whilst creating positive habits to take them forward to fulfil their personal and professional potential.

Why women?

Studies evidence the benefits of having increased female participation within an organisation; in particular at senior management and boardroom levels. Organisations that have women in their senior management team frequently outperform those that don't.²

However, the fact remains that women are still significantly under-represented at these levels in most organisations, and too often fail to realise their potential – both for themselves and their company. Aspirations, self-belief, confidence, networks, profile and presence have all been shown to play a part in impeding the rise of potential female talent.

¹ Mancroft International launched the Winning Edge Programme in 1984. It has a proven track record of success and excellence in the field of work-related personal development, supporting staff development from board members to administration staff. The Eos Programme is based on Winning Edge concepts, but with a female focus.

² *Women in the workforce ~ the case for Eos Professional.*

The Eos Professional Programme

The core programme comprises 3 days, (day 3 follows 1 month after days 1 & 2). During this time you will work through 6 interactive modules. You explore current habits and mindset, releasing the old, unhelpful habits which may be hindering you, and building new, positive ones to step forward with.

We use a series of learning models, break out groups and activities, as well as some solo reflection time. We do not use role play. The programme has a profound effect on most participants, which ripples out to all areas of their life, benefiting not only themselves, but their relationships with colleagues, family and friends.

In addition to the core programme, we provide professional development modules tailored to the individual needs of your organisation and staff. These supporting modules build on the work completed, and focus on specific development areas, including:

- Developing presence and authority
- Communication skills
- Emotional intelligence
- Presentation skills
- Networking for career success
- Career development and advancement
- Time management & organisational skills
- 1-1 career coaching.

We can deliver in-house to your team, or your staff can attend an open programme.

Participant profile

The programme is delivered to a group of a maximum of 12 female participants; to be selected as having the skills and potential for development within their current role, or advancement within the organisation. The programme will be part of their CPD, with the expectation that improvement and / or advancement may follow.

Benefits gained...

- ✓ Shape your future by setting personal & professional goals with focus and determination
- ✓ Develop the confidence and willingness to accept new challenges and manage change
- ✓ Stimulate ideas and solutions, and a reduce fear of failure and self-sabotaging behaviour
- ✓ Increase your innovation and creativity
- ✓ Live life more consciously
- ✓ Learn how to think like a successful individual
- ✓ Remove feelings of victimhood and guilt
- ✓ Increase the ability and confidence to make decisions and take risks
- ✓ Develop a higher self-image and the confidence to achieve greater things.

Impact measurement

We provide an impact measurement toolkit, which evidences the programme's impact within your organisation; including the impact on participants' behaviour and business outcomes.

This provides you with individual progress reports for each staff member, a group report (if you attend as a team), as well as helping your HR department to identify key areas for future development.

Next step...?

Contact Programme Director, Jenny Eaton to find out how **Eos Professional** can help your team unlock its untapped potential...

jenny@eosprogramme.com 0843 523 5373 www.eosprogramme.com