

# The Balanced Leader Programme

## Wouldn't it be great to Lean In on your terms?

For the past twenty years I've worked with many ambitious and highly qualified women who've found themselves facing a critical decision point after the birth of their children. They want to continue working; they enjoy the challenge and satisfaction of their chosen career. But now they're struggling to make the balance work. Many fix the situation by moving themselves into lesser roles that underutilise their valuable skills. Others leave the corporate world altogether – with all the losses that entails. Many will never recover their careers.



My experience tells me there is another possibility. Senior jobs can be reorganised to allow more flexibility **and** more balanced lives. That's why I developed the **Balanced Leader Programme**.

## Who is the Balanced Leader Programme for?

The Programme is for high potential women in the 30 to 45 age range. Women who are struggling to balance the challenges of stimulating work with family responsibilities. Women who've worked hard to achieve career success and want to remain on the corporate ladder. And who also want to do the best by their family.

## What are the benefits of the Balanced Leader Programme?

Unlike many women's leadership programmes, the unique value of this one lies in its acknowledgement we need balance in our lives; and an emphasis on developing leadership skills which help maintain that balance.

The Programme provides a structured and supportive environment that empowers ambitious women to become leaders in their own lives. You will learn:

- How to craft a Quality Flexible Job for yourself so you can Lean In on your terms;
- The key leadership skills needed to negotiate and navigate Quality Flexible Working arrangements so you remain in control of the process;
- How to use Balanced Leadership to accelerate your corporate career;
- How Balanced Leadership will enable you to make a positive contribution to the lives of others – both at work and at home.

Your employer will also benefit by:

- Getting the most from a skilled and valuable member of staff who might otherwise have held herself back from further promotion - or perhaps even left the organisation altogether.
- Gaining a leader who possesses the critical skills needed to make a success of better, more flexible ways of working – both for herself and those around her.
- Having a new type of role model who can guide others to create more balanced working lives.

## **How is the Balanced Leader Programme structured?**

The Programme comprises four workshops that build the ability to:

- design Quality Flexible Working arrangements that work for participants and for their employers; and
- develop a portfolio of Balanced Leadership skills to negotiate and maintain new working patterns successfully.

The workshops are designed to develop knowledge and skills; and also to allow space for group coaching and individual discussion.

Potential participants should be available to attend all four one-day workshops which will be held in Central London. For details of dates, please check the website here:

### **Workshops outline**

#### **1. Developing ongoing flexibility and balance**

- Setting the scene and putting foundations in place
- The four stage process for developing a Quality Flexible Job
- Harnessing wisdom from Psychology
- Preparing to negotiate

#### **2. The Balanced Leader's skills portfolio**

- Making your new working arrangement succeed over time
- Managing those around you
- Becoming the Leader in your own life

#### **3. Transforming your team and working environment**

- What we need to know about culture change and how to make it work
- Useful tools from Positive Psychology
- Why you need to be a Balanced Leader

#### 4. Bringing Balance to the Boardroom

- Balanced Leadership through the Life course
- The power of being a Role Model
- Navigating the future of your career



#### Who will be facilitating the Balanced Leader Programme?

The programme is led by **Anna Meller** and supported by **Katie Hodgson**.

**Anna** has specialised in work-life balance matters for almost twenty five years. She has facilitated multidisciplinary senior manager task groups tasked with improving their own work-life balance and run focus groups for professional women exploring solutions to work-life balance challenges. Using tried and tested principles she has led a day-long whole organisation meeting to develop quality flexible jobs; and has worked with a multi-disciplinary NHS team to identify possibilities for more balanced working.

Anna has developed an innovative work-life balance coaching model which draws on Positive Psychology, her own published research and her consulting experience.

**Katie** is a successful strategic leader with a record of leading and motivating large teams through periods of significant change. For much of her career she worked in international roles for Shell leading global operational business teams. During her time at Shell, she also supported the global Shell businesses to develop their work/life policy, set up the Shell UK Senior Womens Group and was instrumental in updating Shell UK's flexible working policy. She is a qualified coach, business mentor and consultant.

### **What's the investment?**

The programme is being offered at an introductory price of £3,000 per person inclusive of VAT; and is limited to six places.

### **I'm interested – what's the next step?**

If you think the programme might be for you, please get in touch with me – Anna Meller - to arrange an exploratory conversation with no further obligation on your part. Send me an email: [anna@sustainableworking.co.uk](mailto:anna@sustainableworking.co.uk) or call or text me: 07761 377924

