



Women in Leadership Programme

Testimonials

"I had the pleasure of working with Gemma and Lisa through the development and delivery of a Women in Leadership programme, aimed at aspiring female leaders within our organisation.

The programme Gemma and Lisa designed was thorough, insightful and thought provoking, and incorporated tangible outcomes for both the participants and the organisation.

The programme was designed to ensure continual support and development with one to one coaching and mentoring opportunities for all participants in between delivered sessions, which kept momentum and engagement going.

All the participants came away from the programme with a more positive view of themselves, their value and their abilities – even those who may have been a bit sceptical at the start! Thank you both for all the time and effort you put into making this programme a success!"

**Director of HR & Organisational Development –
Programme Sponsor**



"Gemma & Lisa bring their unique insights to help unlock your potential and support you in your growth. Infused with gentle good humour and real-world examples, their approach is accessible and inclusive which helps to bring about impressive results. Highly recommend."



Gemma Hogan & Lisa Alden



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"I've found the coaching and mentoring sessions incredibly helpful for my own personal growth. Not only have these one-to-one sessions helped me to understand more about myself and my own working habits, they have also helped me to put coping mechanisms in place to help me work through problems and issues.

The group sessions have also been incredibly helpful in understanding how different people work and communicate, especially learning about different personality types. This has already helped me with my working relationships, and I believe I'm now a more confident and understanding leader than I was before this course began."



"It's been a journey!

I have enjoyed learning so much about myself and taking the time to see how that impacts me as a leader, as a professional and generally how that makes me who I am.

My confidence to be my authentic self has developed and ensuring my values and my brand are at the centre of how I want to be perceived. In turn understanding this, I can support others, create an environment within my team where everyone has the space to learn and develop.

During my mentor and coaching sessions, it has been great to reflect on what is my current situation and what can I do to be moving in a direction that works for me. It's been invaluable to have unwavering support, to be encouraged to reflect more and that maybe what I think is a weakness to be worked on just needs to be looked at through a different lens!"





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“Even being offered the opportunity to take part in a Women in Leadership course came as a surprise, almost as much as my applying for it in the first place. I wasn’t sure what to expect but found myself in a room full of intelligent and strong women intent on improving their managerial skills, while also working on self-improvement and building confidence. It has been a very inspiring and supportive course.

The coaching sessions have been very positive but have challenged me to look at my strengths, and areas that need some improvement; not always easy but which definitely helped to build my confidence.

The mentor sessions allow me to talk through work challenges with someone who is completely neutral, and is there simply to offer a fresh perspective, or way of approaching problems or issues. I was lucky enough to be paired with a very knowledgeable, but vibrant and fun mentor, which has made things much more interesting.

I feel the course has been most beneficial in that I am better placed to understand my own and my team’s different personality types, and therefore ways of working. I know that I’ve become a better listener, and certainly my confidence has improved, although this is an ongoing area for improvement.

The biggest impact for me has been that I had the confidence to apply for and achieve a promotion. I used specific knowledge from the course to prepare for my interview, and calming techniques directly beforehand, which I know made a dramatic difference to how I would normally present myself. Now, 10 weeks into my new role, I am still using ideas gained from the course, as well as making use of the coaching and mentoring sessions in order to manage my new team as successfully as possible.”





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“What I have taken away from WIL is **Rethinking!**

Rethinking how I work with people – consider different personality types and how I can work with them to ensure the best outcome from the working relationship.

Rethinking how I see myself – valuing myself more highly and taking on board praise from other people.

Rethinking how I see my job role – focussing on the positive and the opportunities I have rather than the downside. What can I do with this, rather than this has been done to me.

Rethinking my future – thinking outside the box and considering the skills I have and am building. Valuing and leaning into my positive attributes rather than just focussing on my areas of improvements.

Also brought me to realise and appreciate that the phrase ‘jack of all trades, master of none’, actually ends with ‘but oftentimes is better than master of one’. I often see my breadth of experience as not measuring up to those with depth of knowledge and experience, however actually, as a leader I will be able to pull on the experience of others effectively as I am an empathetic and hardworking leader.”



“Lisa and Gemma are fantastic! I'm a much more confident, strong, and open leader now than when I started the course. I'd advise any woman who wants to unleash their potential to take part in this course.”



Gemma Hogan & Lisa Allden



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"I have taken a lot from the Women in Leadership course that I will use in my role every day. I have found the coaching & mentoring sessions useful and have implemented points from these with my own team during the nine months of the course already.

One of the most valuable lessons I will take from this course is that the closer you work to your core values the happier and more productive you'll be. It's taking the time to be honest about how you approach obstacles and reflecting on why that helps you move forward."



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If you'd like more information on our **Women in Leadership Programme**, get in touch today for an informal discussion.

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