



EXCLUSIVE Executive Learning Groups

Join an exclusive group of powerful female executives, a group of like minded, successful and supportive female peers who like you want to have their thinking challenged, expanded and enriched. Come help each other so that your organisation achieves breakthrough results and you achieve highest levels of personal success.

Cited by Harvard Business Review as one of the breakthrough ideas for 2006, peer learning provides leaders with a confidential environment to talk about their issues, get ideas, input and support from a group of people in a similar situation.

Why is this programme for you?

Executive women are pioneers, leading the way to their vision, taking risks, experimenting and learning from successes and failures. Benefits you will experience:

- **Clear view of where you and your organisation is heading** and receive practical and relevant support in getting there and in dealing effectively with the inevitable bumps in the road.
- **Enhanced levels of personal and business success** through having your thinking challenged, enriched and expanded by trusted and objective advisors.
- **Higher degrees of inner confidence, courage and creativity** that enable you to take bold action and overcome obstacles, expedite the achievement of your goals and create the organisation and life you yearn for.
- **More energy, enthusiasm and time** from having practical ideas and real solutions to the personal challenges and business issues that keep you awake at night!
- **An objective, validated and true grasp of the current reality** you and your organisation operate in by getting the much needed feedback and input that no-one else dared to tell you.
- **A greater feeling of optimism** and a belief that more is possible for you and your organisation.
- **A sense of community**, with like minded peers competing together on your side.

The Programme

This practical programme, designed by women for women, is based on the latest thinking in female leadership development. Developed and led by successful business women and expert coaches who “get it!”.

Our Executive Learning Groups are professionally facilitated by an expert coach and include the following:

- Initial 1-day in person session where you will:
 - design your unique group principles and build a high level of trust and commitment;
 - explore your individual and collective strengths, values, visions, strategies and goals;
 - become equipped with the skills needed to effectively support and challenge each other;
 - experience real time value and potential of the group and get valuable feedback, ideas; and strategies to address current personal challenges and business issues.

Thereafter the groups will operate as follows:

- Monthly 90 minute teleconference where you will:
 - hold each other accountable for progress with vision, goals and actions;
 - get more objective feedback, practical ideas and valuable strategies on relevant personal challenges and business issues.
- Quarterly 1-day in person session where you will:
 - reconnect with the group and review group principles;
 - reflect on experiences, celebrate success and explore problems and setbacks;
 - get more objective feedback, practical ideas and valuable strategies on relevant personal challenges and business issues;
 - identify any individual or collective learning needs and agree approach.

Based on the fact that adults learn best when they identify their own learning agenda, a **dynamic agenda** will be created at the start of the session to account for current, relevant priorities for the individuals and the group. This is an active process that is designed to deliver maximum value based on what’s needed in the here and now – ‘**real time learning**’.

Price: Joining Fee £500. Monthly Membership Fee £500

Why us?

With our **experience in business**, we have walked in your shoes and can quickly grasp and empathise with the issues facing you and your business. We **specialise in working with women** in business which means we are focused on you and your personal and business needs and can maximise our experience from working with others like you for your benefit. Being **credentialed and practising coaches**, we are skilled in bringing out the best in you, challenging you to exploit opportunities and create the business and life you want.

Frequently Asked Questions

Why are these women only groups?

Women only development is the subject of controversy as both men and women question whether it provides any real value in the mixed world of men and women. However recent research indicates that women have different leadership styles compared to men. Research also suggests that women differ from men in how they think, learn, approach their careers, communicate, influence and network. Such differences are “watered down” or go unaddressed in a more generic mixed gender setting.

Today’s high achieving women are reported to value the chance to collaborate with other high achievers. Female peer groups encourages the natural learning style of women, they are known to learn best through dialogue and support each other through learning (mixed settings are more competitive). Peer groups enable women to explore their communication and leadership styles that may be unconsciously submerged when adapting to a male style of leadership. Women also report feel safer and more able to be honest and open about the challenges they face in a group of women only. RECIPRO learning groups provide the opportunity for women to be open and vulnerable and make real connections with people they can trust to support them.

Do you work with mixed gender groups at all?

Yes we do. In fact our ethos is very much about driving gender balanced organisations which research has shown to have a direct contribution to bottom line results. Rapid Change supports organisations in addressing the cultural change necessary for men and women to work together more effectively. We provide training, coaching and facilitation services to improve understanding of styles and approaches between the genders, including in-house mixed peer group learning. RECIPRO’s female leadership programme sits along side these complementary approaches for men and women.

Why then do you not offer mixed groups externally?

Other companies already offer mixed group learning so we have opted to launch with female only groups for the moment as there is clearly a gap in the market. However our approach does differ considerably from other offerings and we do offer better value, so we may well offer mixed peer groups at some stage in the future.

Surely we could organise our own groups, what value does RECIPRO bring?

Yes you could organise your own groups. However we have found that busy executives typically do not have the time to pull these together and ensure continued commitment as evidenced by the lack of such groups in existence. In addition to carrying all the logistical effort such as sourcing and attracting high calibre women, matching to the right group and scheduling and arranging events, value is derived as follows:

- Design of the programme which is based on building trust and collaboration. We take time to build relationships in a safe environment.
- Learning is led by the individual. We will take time to get each individual connected with their personal vision, which is shared with the group for ongoing support.
- We ensure the peer mentoring process works for everyone in the group, ensuring everyone gets their turn, and that no one person dominates.

- We ensure that the learning process is effective for members. We ensure each individual stays focussed and committed to the results they are driving forward. We ensure they get what they need e.g. getting under the skin of the issue, taking learning from issue, putting learning into practice, being held accountable for actions agreed.
- We ensure conversations are challenging and at the same time constructive e.g. tell you what will and won't work, help you peel back the layers to find new opportunities,
- We are vigilant on team dynamics e.g. ensuring individuals say what they mean, resolving conflict if it arises.
- We provide expert input on leadership where appropriate e.g. hints, tips, strategies.
- We provide expert input on "female leadership" where appropriate, building on the strengths that are inherent in women, now recognised as critical for the 21st century.
- Access to other value added services e.g. executive coaching, leadership development masterclasses.

Why would I take part in one of these groups, I have my own informal mentors that I go to when I need support?

If you already have a network of mentors then we recommend that you continue to avail of their invaluable support. However from our experience, informal mentors typically provide ad-hoc support, in niche areas, often at critical or crisis points. These groups provide you with regular input from your peers, who have been with you on your journey and will hold you accountable for your actions. We ensure that each member explores their own vision and purpose plus you have access to a professional coach with business experience as well as access to 6 or so other female executives. The combination provides a unique sustainable learning environment aligned with your own individual personal and business goals.

I have concerns about confidentiality. How can I know that I can trust the other members of the group?

All members go through a qualifying process before being accepted onto the programme, which includes ensuring members are from non-competing businesses. Only those who are committed to the process will be invited to join. This would include confidentiality agreements. Also, the programme is based on trust and has been designed so that the group spend time building and maintaining that trust. The group designs its own group principles including what action will be taken if any of the principles are compromised.

Other companies who offer mixed gender groups offer coaching and other training as part of their peer learning groups - why don't you?

We recognise that many executive women may already have their own coach and prefer to keep working with them. And many will have done a significant amount of training already. By offering coaching and training as optional extras, the groups are more accessible and affordable.

Do you also offer coaching/training?

We do. We have a selection of expert coaches who also have a track record in business at a senior level and we offer different coaching packages to meet your needs. The RECIPRO programme also includes a variety of masterclasses and workshops for female leaders at all stages of their careers.

How big are the groups?

Groups are restricted to 6 - 8 executive women, to create an intimate, trusting and supportive environment. Keeping the groups small ensures everyone gets the attention they need to drive towards their business and personal results.

How do I know that I will like the group I am in, that the other members will in fact be my peer and be able to understand and support me?

We match you to a group that suits you and your needs. To this end we interview all members before joining any group. We ask all members to commit to the success of the group. In the unlikely event that the group is not right for you, we will work with you to find a better match.

The programme is a mixture of face to face sessions and telephone sessions, why is that?

This format has been chosen to fit in with the busy lives our executive women lead. This approach allows executives to connect wherever they are living and working, only requiring them to commit to meeting face to face one day in each quarter.

I have been part of other types of learning groups before and they didn't last, people didn't show up, or didn't get involved. How will you make sure that this doesn't happen?

The success of these groups is based on the trust and commitment of its members. All members go through a qualifying process before being accepted onto the programme. Only those who are committed to the process will be invited to join. Also, the programme has been designed so that the group designs its group principles including what action will be taken if any of the principles are compromised.

How long does this programme run?

Membership is for a 12 month period and is renewed annually.

How am I charged for the programme?

Members can arrange to pay monthly or annually. The monthly fee is £500. Discounts are available for early payment. There is a joining fee equivalent to one month's membership.

How can you justify the cost of this programme in to-day's economic climate?

To-day's economic climate is one of the reasons we devised this programme. Often the cost of coaching is prohibitive, typically a minimum of £300 an hour for a professional executive coach. And it is in tougher times that individuals need more support. The groups are much better value. Over the quarter, the cost works out at £165 an hour which includes input from 6 or so other executive women and a professional coach.

Can I drop out of the programme?

We ask people to join for a minimum of 12 months so that each member of the group is committed to the success of the group.

Can the membership of a group change over time?

Yes, if members do not renew their membership. In this case any potential new member details will be provided to the group as part of the selection process.

CONTACT US

Go to our website and register on our database www.rapidchangeconsultancy.com

Or

If you'd like to talk to us please call:

Anne Dargan on 07711 599091

Please note that limited memberships are available only to results driven female executives with a strong desire to achieve breakthrough results in their business and achieve highest levels of personal success.