

ENABLING WOMEN FOR WORKPLACE SUCCESS

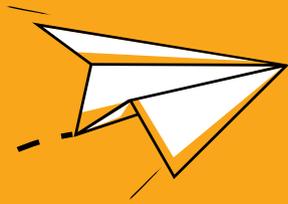
FLYING LESSONS BY INTERWEAVE

Interweave
because we are all different



flyinglessons
women and workplace success
By Interweave





WHY A WOMEN-ONLY LEADERSHIP DEVELOPMENT PROGRAM?

While the 'leadership experience' is unique to different women, all women face challenges due to stereotypes, lack of sufficient role models, and the pressure of family responsibilities. When organisations don't acknowledge this and provide differential support, it makes the workplace an uneven playing field for women.

Organisations aiming to improve gender balance and help women advance in leadership roles must invest in focused and customised support. After all, preparing women to feel entitled to seek and exercise leadership is a skill that they must consciously build, as opposed to men. Failing to recognise and bridge this gap can put women at a disadvantage.

WHO WILL BENEFIT MOST FROM THE PROGRAM?

Flying Lessons is ideally suited for women who:

Have
3-10 years
of work experience

Want to **fast-track** their **career**
but are struggling with work-home
management

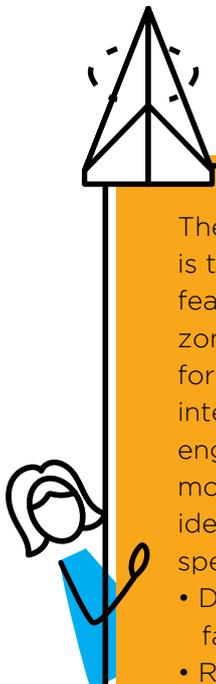
Have the right
functional
and **technical**
competence

Want to work on more
exciting projects
but are unsure of managing
the load

Want to
soar
to greater
heights

WELCOME TO FLYING LESSONS

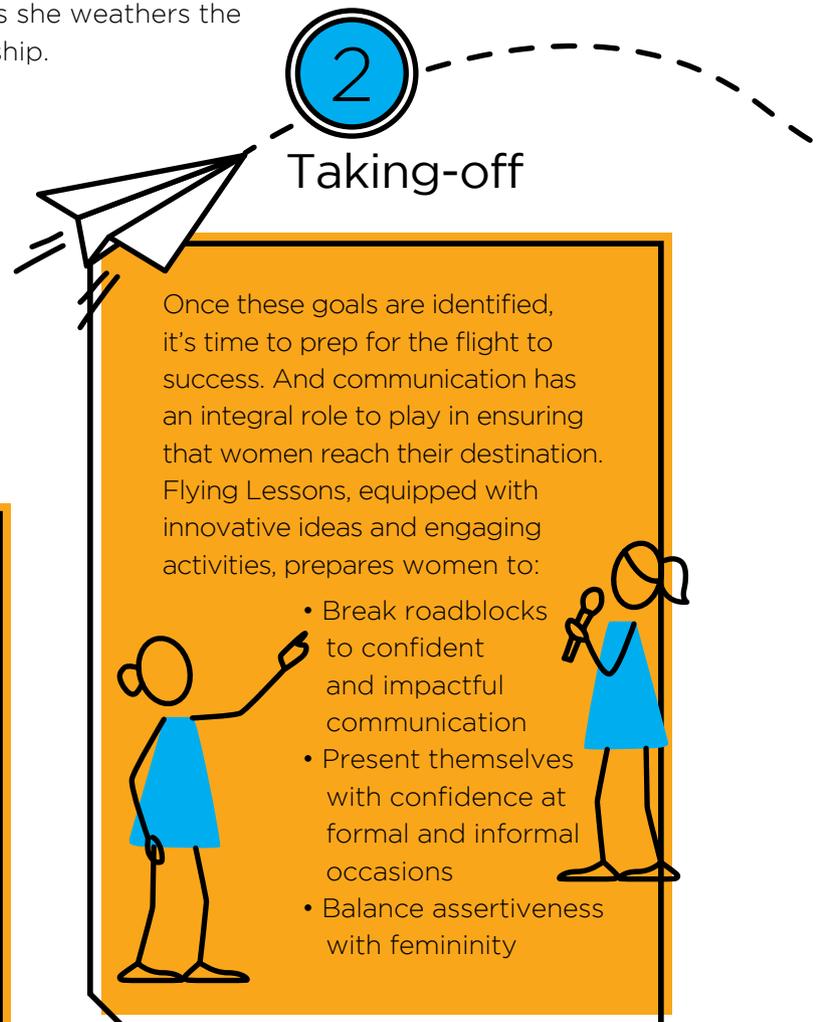
Flying Lessons is a series of workshops and interventions to help working women break traditional boundaries and develop a sense of desire, legitimacy, and entitlement for leadership. Using a unique and holistic approach, the four modules and optional interventions are designed to be the wind beneath her wings as she weathers the exciting and possibly turbulent journey to leadership.



1
Fuelling-up

The first step before taking flight is to help women unlock their fears, step out of their comfort zone, and take responsibility for their growth. Employing interactive sessions to actively engage participants, the first module will help every woman identify her destination. More specifically, she will be able to:

- Define success and identify factors that characterise it
- Recognise personal expectations and legacy
- Establish an action plan in line with personal goals



2
Taking-off

Once these goals are identified, it's time to prep for the flight to success. And communication has an integral role to play in ensuring that women reach their destination. Flying Lessons, equipped with innovative ideas and engaging activities, prepares women to:

- Break roadblocks to confident and impactful communication
- Present themselves with confidence at formal and informal occasions
- Balance assertiveness with femininity

“ Turns out I was always capable of larger roles. Now I have the confidence to say Yes!



Cruising

To ensure a smooth journey to success, women must hone their networking and influencing skills - knacks that will help them to better manage teams and deal with inevitable power plays. This module is designed to help participants:

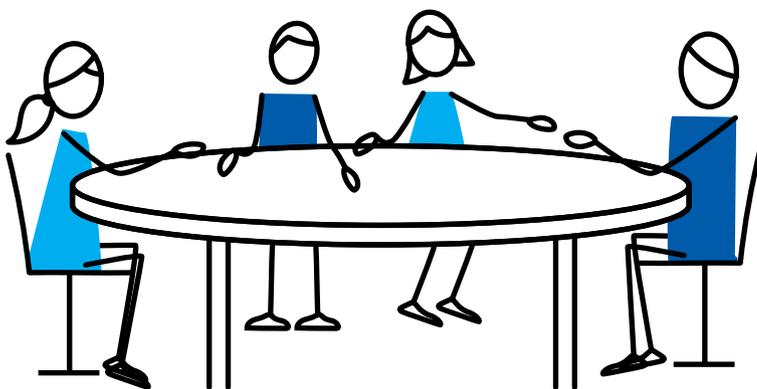
- Influence outside their direct sphere of authority
- Sustain career optimism by balancing speed and stability
- Build visibility and networking skills
- Perfect personal brand and presence



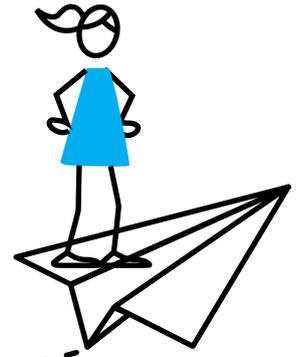
Managing Turbulence

Given the social conditioning women are subjected to, they often find themselves face-to-face with both external and internal conflicts at the workplace. For a woman who is aspiring to reach for the skies, it is imperative that she learn to overcome these turbulences. This module uses insightful activities to pre-empt and help her:

- Master work-life balance
- Manage dilemma, guilt, and other internal insecurities
- Resolve conflicts and confrontations
- Take stock and set priorities for different life stages



“ I am easily the best performer in the team, but I always downplayed my contributions. Didn't realise how it was hurting my career.



MORE IN FLYING LESSONS

The intent is to help women stretch their career aspirations, improve skills, and gain confidence to become an all-weather pilot. These optional sessions are designed to further help navigate through challenges.

Co-Piloting

This highly recommended initiative engages the key stakeholders in a woman's personal and professional eco-system to help keep her career growth on track through coaching and mentoring.

Refuelling

Targeted short-term initiatives designed to augment the course with inputs on areas that have traditionally been challenges or career derailers for women. These challenges include personal confidence, skilful negotiation, managing guilt, dealing with office politics, and honing voice modulation for impactful communication.

Outbound Training

This end-of-course module is designed to test participants' readiness to step out of their comfort zones in a psychological and physical sense for a transformative experience.

“ Juggling home and work is always a challenge. These tips and tricks will help me balance it all.”

ABOUT INTERWEAVE

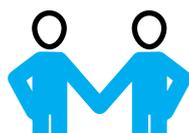
India's inclusion partner of choice for 150+ companies since 2007, Interweave has been at the table with leaders of organisations to help them think through and implement interventions for a sustainable inclusion journey. Customised to the specific needs of clients, our signature services include:



D&I Consulting



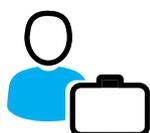
Safe Workplaces
(POSH)



LGBT Inclusion



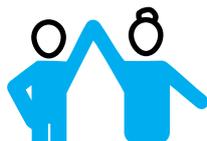
Women's
Leadership
Development



Certified
Diversity
Professional



Maternity
Coaching
and Support



Gender
Intelligence and
Competence

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