

# Leading Diverse Teams

Talent is distributed equally across gender, race, and class. Yet, whilst organisations typically recognise how to identify potential in their male employees, research suggests they are less able to develop, and promote female executive talent. Building diverse teams is not an innate skill that all managers have, but it can be learned. Leading diverse teams has been developed to equip senior leaders and managers with the skills to develop women and maximise the potential of female executive talent.

## Description

Leading diverse teams is an accelerated development programme designed to help senior leaders and managers identify, develop and promote female executive talent. The programme focuses on overcoming the developmental challenges specific to helping women progress into senior roles and is designed and delivered in a way that enables those participating to incorporate their newfound knowledge into their day-to-day senior leadership or managerial roles.

## What does it involve?

Leading diverse teams is offered as an in-house programme delivered to groups of managers in 3 half-day sessions over 6 months with a booster session after 12 months, or as part of a bespoke package.

The themes covered during the sessions include: Improving participants' understanding of the economic case for greater gender diversity; providing deeper insight into the key development challenges specific to

helping women in work progress into senior roles; exploring with other leaders their role in practically supporting women in their organisation; and rehearsing and practising key conversations to achieve greater developmental breakthroughs.

## What's the outcome?

Leading diverse teams will equip you with the confidence and knowledge required, as a senior leader or manager, to develop women and maximise the potential of female executive talent.

You will understand the benefits of greater gender diversity on business performance. You will also develop your knowledge of the key barriers to developing female talent and how these can be overcome. You will be better placed to have those key conversations to explain how factors such as obtaining high quality feedback, effective career conversations and sponsorship are all critical to career progression.

## Learning activities



## Delivery method:



**Estimated learning time:** Up to 12 month programme duration

## How to book

[bookings.governmentcampus.co.uk](https://bookings.governmentcampus.co.uk)

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