FocusU Women Leadership Development Program

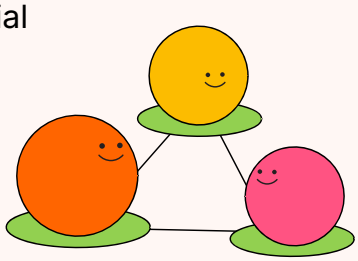
Many capable women deliver strong results yet remain under-recognised. Often it is not a lack of competence, but patterns of behaviour that keep them in the background. Hesitating to claim credit. Avoiding visibility. Taking on too much without influence to match. The design draws from learnings in *How Women Rise* by Sally Helgesen and Marshall Goldsmith.

Who is this for? Mid level women professionals; Emerging women leaders

What we focus on

1. Unlearning Limiting Habits

- Identifying patterns that keep women behind the scenes
- Shifting mindsets to step into leadership potential



2. Building Presence

- Defining a personal brand
- Strengthening leadership presence

3. Expanding Influence

- Influencing using storytelling
- Expanding networks and negotiating with confidence

How the journey works

- 4 facilitated workshops
- 2 group reflection sessions
- Self paced workplace application modules hosted on LMS

What changes?

Women begin to contribute more visibly. They enter conversations they may have previously avoided. Their presence carries greater weight. Over time, they are not only doing strong work, but are recognised and trusted as leaders.

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