

CAREERVISION

Kennedy Insights
Culture Consultants

Women in Leadership Development Programme

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BioPharmaChem Skillnet is delighted to launch Women in Leadership Development programme, a custom designed programme for emerging and existing women in leadership in the pharmaceutical, biopharmaceutical, medical device and chemical supply sectors.



BioPharmaChem Skillnet supports the growth and development of companies in the biopharma, pharmaceutical, chemical, and medical device sectors by enhancing specialised skills and knowledge, broadening access to skills development opportunities, and encouraging ongoing professional development. Working in partnership with its member companies and its IBEC trade association promoter BioPharmaChem Ireland, BioPharmaChem Skillnet sources, designs and delivers enterprise-led, subsidised training solutions for the sectors it services. It works to address industry identified gaps in existing education and training provision, while working closely with companies to identify future skills requirements.

The programme is driven by the need to support more women advancing into leadership roles within the sector. Women are under-represented in senior leadership positions within the sector.

We know that organisations with greater diversity are more profitable and attract and retain more women - we're proud to be part of the solution by providing this programme.

We have partnered with CareerVision and Kennedy Insights—two companies that are experts in supporting women in leadership positions—to create this unique programme.

Participation in the programme will help develop industry-specific skills and knowledge, broaden access to skills development opportunities, encourage ongoing professional development and provide access to a network of female leaders in the sector.

We look forward to welcoming participants to the programme.

The programme will collect data on diversity in leadership, which will contribute to the conversation on increasing the diversity of leaders in the sector.

Women in Leadership Development Programme

We are very excited to introduce you to WiLD, an exceptional programme that aims to accelerate the progress of women in leadership. This programme has been created by a team of deeply experienced female leadership coaches and strategists, who are dedicated to bringing more balance to leadership and advancing gender equality in the workplace.

Our programme is designed to bring about significant changes in the careers of women. We demonstrate that women unquestionably have the confidence and capabilities to be impactful leaders.

Women add unique value and perspective, however they also face unique challenges in the workplace. From increasing productivity and enhancing team collaboration, to a supportive leadership style and inspiring commitment, the value of women's equitable participation in leadership is clear - for people of all genders.

Our movement is about inspiring, engaging and empowering, aspiring and existing female leaders - we help them find their voice, to live with purpose, to change the rules, reveal their strengths and embrace their superpowers.

We equally inspire and guide organisations in embracing a new era of leadership - one that leads with authenticity, trust and kindness and crucially with more women at the helm.

Through this programme, we dispel myths around career success that continue to hold women back from advancing their careers. Instead we shine a light on the unique contributions and talents that each individual brings, highlighting how to best use these to navigate the corporate workplace.

We continually gather data and insights for participating organisations and provide recommendations on influencing greater leadership participation by women.

“ This has been the single best programme I have participated in since joining in 2009. It has completely changed my perspective on leadership and how to progress!

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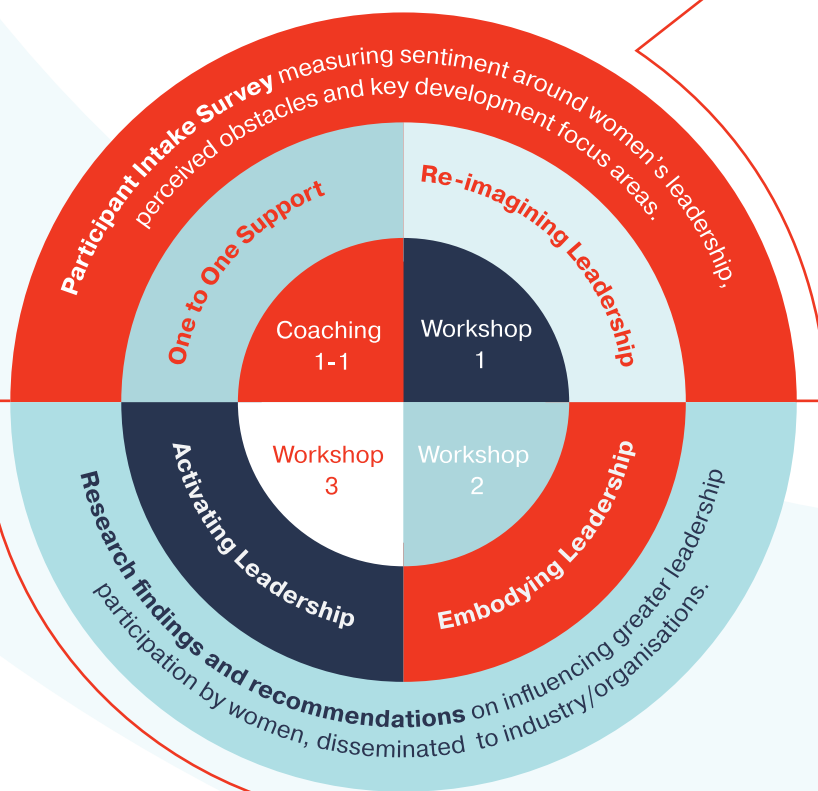


Benefits for Participants

- Experience a practical, immersive and transformative programme informed by clear DEI research and insights gleaned through years of working with leaders from all backgrounds.
- Through the lens of **Appreciative Inquiry**, women will walk away with insight into their performance and perceived potential, a comprehensive leadership vision, a practical plan and the mindset to achieve their leadership goals.
- Benefit from a programme space, virtual or physical, that will be respectful, confidential, inclusive and easeful, applying the principles of '**The Thinking Environment**'. In this space we will listen to and act upon the views of women who are keen to grow their voice and visibility and reach their leadership potential.
- Become part of the **WILD (Women in Leadership Development) Network**, a virtual support community for participants.
- Avail of the opportunity to contribute to ongoing research on uncovering the obstacles to greater female participation at leadership level.

Women in Leadership Development Programme

Programme Content & Elements



PRE-PROGRAMME

- Data collection commences with a Mixed Methods Intake Survey on Women's Participation in Leadership.
- **Insights Discovery** - This personality tool recognises that leadership is not solely about skills, but is about personal human strengths – empathy, conviction, reliability, and so much more. This assessment is focussed on growing self-aware leaders who understand their impact on others, know how to build trust and give clear direction.
- **Gallup Clifton Strengths** - This assessment helps participants discover their top talents and what makes them unique. It will help the participants understand, apply and integrate their strengths into their way of leading and hone what they are naturally best at to achieve their leadership goals.

WORKSHOP 1 - RE-IMAGINING LEADERSHIP

- Establishing a Safe and Supportive place
- Shifting Narrative on Women in Leadership
- Shifting Mindset

WORKSHOP 2 - EMBODYING LEADERSHIP

- Dispelling Leadership Myths
- Knowing your Leadership Superpowers
- Shifting from a Deficit to a Strengths Focus
- Raising Voice & Visibility

WORKSHOP 3 - ACTIVATING LEADERSHIP

- Playing to Interpersonal Strengths
- Career Clarity & Plan of Action
- Building Self Advocacy & Support Network
- Values informing Leadership Purpose

ONE TO ONE SUPPORT

- 3 x 1-1 Individual Coaching Sessions
- Psychometrics 1-1 Debrief
- Getting the Basics Right - CV, Interviews, etc.
- Individual Brand Development

POST PROGRAMME

- Individual Call to Action
- Membership of virtual monthly community of support - WILD (Women Influencing Leadership Diversity)
- Findings from Research on Female Leadership shared with organisations and industry



Biographies

CareerVision - Who are We?

We are a female-led business who take an honest and real approach with our clients in the pharma, biotech, medtech and technology sectors. Our team of dedicated and empathetic professionals with vast industry leadership experience and diverse backgrounds, design and facilitate meaningful talent and organisation development solutions to drive peak performance and engagement.

Each member of the team at CareerVision has united through a shared understanding that people are ever evolving humans, genuinely striving to succeed in complex organisations. In this new era, diversity of thinking and inclusive, trusting relationships are fundamental to business success. Our supportive and holistic approach to both individual and organisational clients is at the root of our exceptional service offering and results.

We were established in 2007 and have provided a trusted and sustained partnership to many organisations and individuals over the years.



Elaine Gennery, the founder of CareerVision, is an accomplished Coach, Facilitator, and Learning and Development Strategist, having worked with a diverse range of global and Irish organizations. Her extensive experience includes deciphering development needs, designing impactful interventions, and coaching diverse teams, senior leaders, and aspiring female leaders. Her academic qualifications include an MSc in Career Management & Counselling from the University of London, as well as a BA in Human Resources. In addition, she is a certified Thinking Environment®, Insights Discovery and Gallup Strengths Facilitator.



Cathriona O Keeffe is a trusted Facilitator & Coach who has a keen eye for observing other people's strengths and has a wonderful ability to draw out the best from each person. Cathriona adopts an empathetic approach to her work and her natural ability to understand others is powerful. She holds a BSc in Psychology, MA in Human Resources and is an accredited Insights Discovery Practitioner and Gallup Strengths Coach.



Aine Barry is a passionate executive coach and organisational development specialist who brings over 25 years' experience of helping individuals maximise their potential. She is a high energy coach and facilitator, encouraging teams and individuals to challenge their own thinking and move outside their comfort zone thus achieving stretch goals. Her sense of fun and empathetic nature means that her sessions are never boring, and she has a proven track record of achieving results using a solutions-focused approach to ask inspiring questions to challenge traditional thinking patterns. Aine is an accredited Insights Discovery Practitioner and Gallup Strengths Coach, holds an MSc in Personal & Management Coaching, and a BA in Psychology and is a chartered member of the British Psychological Society and the CIPD.



Orla Gennery is a Learning and Development Partner with a strong academic background. She holds a Bachelor of Corporate Law and a first-class Master's in HR, with a focus on Diversity, Equity, and Inclusion (DEI). Orla is also an accredited Insights Discovery Practitioner. Her excellent communication skills enable her to create meaningful connections with clients, and her trustworthy nature and positive energy make her a valuable addition to all of our programmes. Orla is dedicated to delivering emotional depth and building strong relationships that support clients in achieving their goals.



Tarrika Reilly, a certified Insights Discovery practitioner, works as a Learning and Development Partner and workshop facilitator. Holding a BCL in Civil Law and a MSc in HRM (1st), Tarrika's strategic mindset coupled with her compassionate nature allows her to pinpoint people's best path to success. She understands that no singular approach is applicable to all. Tarrika believes in the importance of creating and sustaining meaningful human connections and has a strong ability to see what each person naturally does best and empowers them to do it.

Biographies

Kennedy Insights - Who are We?

Kennedy Insights is a coaching and consulting firm that helps businesses grow by transforming their culture and organisation design. We believe that every organisation has the potential to become a workplace where people are engaged, creative, motivated and productive.

Our values of courage, care and curiosity are at the core of everything we do to help companies and their leaders create inspiring workplaces. We work with businesses to develop a clear strategic direction based on a deep understanding of the people within them; then we put those insights into action by creating organisational design solutions that bring out the best in people, teams and organisations. We call this approach strengths-based organisational design.



Dr. Margaret Kennedy the founder of Kennedy Insights, became an entrepreneur at twenty, enjoyed an academic career in culture and leadership development and now serves as an expert consultant to global brands. She is a trusted advisor, mentor and coach who delivers actionable insight, improved profitability and a healthier corporate culture to companies and corporations she partners with. Using her well-honed superpower, Margaret asks powerful questions that bring insight, clarity and perspective that allow individuals and teams to move from where they are to where they want to go. Margaret holds a MA in Applied Social Research Methods and a PhD from the University of Limerick.



Bee Sykes is a highly qualified Executive Coach and International Career Strategist with 20 years' experience in the UK, Germany, America, and Ireland. She specializes in strengths, emotional intelligence, leadership development, team performance, and inter-cultural communication, partnering with clients across six continents in various sectors, including Technology, Engineering, Financial Services, Healthcare, Marketing, PR & Communications, and Science & Pharmaceuticals. Bee establishes effective coaching partnerships by actively listening to fully understand clients' situations and challenges, evoking self-awareness through powerful questioning, and facilitating a confidential space for deep thinking. Her clients develop action plans to increase self-management and accountability, ultimately achieving their desired goals.



Fiona Craughan holds an MA in public relations. She has extensive experience in communications, events, and broadcasting, having worked as a presenter and producer on radio and television. Fiona's experience in television ranged from independent production companies in Ireland to Sky Sports in the UK and New Zealand. Fiona has also worked on large-scale sporting events like the Rugby World Cup. Fiona also has a real understanding of the demands of the corporate world, having worked in business development and sales in London. The experience and skills Fiona gained in business and the media industry gives her the knowledge to help women in leadership roles reach their potential by helping them build their brand and by honing their presentation and communication skills.



Matthew Hogan is a certified Executive and Gallup Strengths Coach with a passion for empowering individuals and teams to discover and leverage their strengths. He offers personalized coaching that is empathetic, supportive, and results-driven, tailored to meet the unique needs of each client. Matthew's positive energy, enthusiasm, and deep listening skills inspire clients to achieve their full potential, while his creative approach and trusting nature guide them towards the right conclusions. He helps clients understand and maximize the power of their talents, whether they're looking to enhance their leadership skills, develop their team, or navigate a career transition.



Adam Craughan is a Gallup Strengths Coach and workshop guru, running virtual and in-person events that focus on culture and strengths coaching. He's dedicated to making learning and development workshops collaborative and engaging, ensuring they have a real impact on a company's culture and its people. Adam has almost two decades of business management experience and a number of innovation, entrepreneurship and business management qualifications from UCD, UCC and the IIM.

Programme Schedule

Outline Timeframe - final dates to be agreed with each cohort/organisation.

Programme Schedule	Format	Date / Timeline
Launch of Women in Leadership Programme	In person or virtual	Week 1
On boarding of Candidates for the Programme	Virtual	Week 1
Contract session by each Participant with Direct Manager	In person or virtual	Week 1 & 2
Intake Pre Programme Survey	Online	Week 2
Workshop 1 (Re-imagining Leadership)	Virtual	Week 4
WILD Network Session	Virtual and optional	Monthly and Ongoing
Coaching Session 1	Virtual	Week 5
Workshop 2 (Embodying Leadership)	Virtual	Week 8
Coaching Session 2	Virtual	Week 10
Workshop 3 (Actioning Leadership)	Virtual	Week 12
Coaching Session 3	Virtual	Week 12
Job Research and Interview Preparation	Virtual	Week 14
Post Programme Survey	Virtual	Week 18
Feedback and Recommendations to Organisation	In person	Week 22
Closing Ceremony with Presentation of Certificates	In person	Week 26

Who should attend?

The programme is aimed at women who have a strong appetite to explore their leadership potential, be willing to work collaboratively with a group of like-minded women and must have availability to participate in the full programme schedule.

It is expected that applicants should have a minimum of 2 years experience in their industry. It is open to women at all levels of the organisation who have a willingness to grow and learn.

Cost: €3,150 Per Person (subsidised by BioPharmaChem Skillnet)

For a fuller conversation about this highly impactful programme, please reach out to us:

- **Elaine Gennery:**
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- **Margaret Kennedy:**
margaret@kennedyinsights.com
- **Breda O'Sullivan:**
training@bpcskillnet.ie

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The Women in Leadership programme brought out a different side to me, a more confident side which pushed me to apply for a new role, which I am now successful in and doing it with confidence.

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