

LeadersPlus

Fellowship Information



Leaders Plus event, House of Commons, Westminster, March 2017

*Supported by the Royal
Society for the Arts,
Manufacturing and
Commerce*

RSA
Fellowship

Thank you for your interest in the Leaders Plus Fellowship!

Every day, new parents tell me that they are passionate about continuing to develop their careers whilst enjoying their new family life. I believe we need to do more to support parents to do just that.



The Leaders Plus Fellowship, supported by the RSA and informed by extensive research, is a first of its kind programme to address this issue. Through the Fellowship, you will develop the confidence, networks and career skills to successfully pursue your career aspirations as a new parent. Together, we will build a movement for positive change so that in the future, no parent has to decide between caring for their child and continuing to develop their leadership career.

Good luck with your application,

Verena Hefti, CEO, Leaders Plus

What does the Fellowship include?

- **9 month programme** with 8 events and workshops focused on developing confidence, practical tools and overcoming barriers to continue to develop your leadership career while being a new parent.
- **Inspirational 'Leaders with Babies' panel event at the House of Commons:** hear from senior leaders such as Funke Abimbola MBE (General Counsel at Roche), Karalee Close (Partner & Managing Director at Boston Consulting Group) and Poppy Jaman (CEO Mental Health First Aid) about their experience of combining leadership careers with looking after young children.
- **Senior Leader Mentor:** be allocated a mentor who has been a senior leader and developed their career whilst looking after young children. Your mentor will be carefully selected and is supporting you because they are personally passionate about parents continuing their careers after having children.
- **Session with a Sleep Consultant.**
- **Build a network of supportive peers** as you join a group of maximum 15 Fellows in thought provoking workshops.

Baby inclusive: you can take your baby along to any of the sessions if you wish to do so.

"It was so good to get a big group together of mothers and fathers passionate about being good parents but also continue in leadership careers - and so inspiring to hear from some of the people running the country who have done just that!"

Ellen Kirkhope, Director Kidswear at WGSN



4 in 10 people believe a mother is less committed to her leadership career after she's had children (Fawcett Society 2016: Parents, Work & Care: Striking a Balance).

Fellowship Outline



Who is the Fellowship for?

The Fellowship is for you if you want to:

- Be empowered to continue your career development with the support of mentors and inspirational role models.
- Build a powerful peer network with other ambitious leaders with young children across sectors.
- Hone your vision of what you want in your career and family life and develop the confidence and practical tools to get there.
- Find practical ways to overcome obstacles you may face as leaders with young children and find your personal approach to managing your work life balance.
- Be part of a prestigious and pioneering programme.



The programme is for middle & senior managers and leaders with significant childcare responsibilities for children under two. Candidates may be pregnant, on maternity/shared parental leave or have returned to work recently. We welcome applications from all genders.

Practicalities

Most workshops last half a day from 10 am to 2.30pm, they are delivered in a professional environment in central London. Fellows are welcome to bring their babies along. Please bring your own lunch. If you choose to bring your baby along, feel free to do whatever makes you both comfortable from feeding, to changing, getting up, taking a break etc.

“The course was incredibly useful and I have come away with new knowledge of the psychology of the workplace and new tools and confidence for my return to work. I was surprised how much I gained from it while having my baby on my lap.”

Vanessa O’Connell, Senior Commercial Manager at Dong Energy

Selection criteria

- Leadership: interest & potential to advance to senior leadership roles in the long term.
- Programme relevance: candidates who demonstrate how the programme will be useful to them.
- Commitment to peer support: willingness to support other leaders with young children and engage in peer support during workshops.
- We will ask for a recommendation by line managers. However, if the line manager is not supportive this will not necessarily exclude candidates.
- Alignment with the Fellowship principles.

The gender pay gap is 17% at age 40 and 11.3% at age 30. Average UK childbearing age: 30.

Office for National Statistics 2016

Fellowship principles

- We believe in supporting **leaders with young children to fulfil their potential** in their leadership career whilst looking after young children.
- Fellows are **invested** in each other’s development and ability to balance happy family lives with work.
- We support individuals to choose **diverse** journeys congruent with each person’s values, whatever they may be.
- We empower new parents to **shape the debate** about parents in leadership.
- We create an **environment of trust and mutual support** through facilitation approaches such as the Thinking Environment Methodology or peer coaching.




“I am passionate about enabling individuals looking after young children to progress their career, that is why I am delighted to act as a mentor with the Leaders Plus Fellowship”.

Jane Green, former partner at Ernst & Young

About Leaders Plus

Leaders Plus is an innovative new social enterprise enabling talented women and men with young children to continue to develop their leadership careers. Too often parents feel they have to choose between being a good parent and a fulfilling leadership career, we exist to change this. Our patron is Tulip Siddiq MP, and we are part of the Cambridge University Social Venture Programme.

Cost

The programme cost is £1950 per person if 3 or more people from one organisation are successful in their application or £2250 if fewer than that join from one organisation.

A man’s flexible working request is twice as likely to be rejected as a woman’s.

Bain and Co. 2016

The NHS London Leadership Academy’s Women’s Leadership Network is sponsoring a number of places on the programme and will cover £1450 per successful applicant which leaves your employer to pay £500. If you work for the NHS or are affiliated with the Women’s Leadership Network and would like to apply for this sponsorship, please indicate this on the application form.

As we are a social enterprise, we are making a small number of part sponsored places available at £250 per person for individuals who are not currently employed or in otherwise unique circumstances. Fees are payable by 07 March 2018.