

GRAVITAS[®] FOR WOMEN

A Bespoke Programme to Empower Senior Female Leaders

"We had the highest participation rate within our program as well as amazing feedback on the value delivered."

Anna Hart, Johnson & Johnson

"When women find their voice, they lead with purpose and power."

Antoinette Dale Henderson

Introduction

Creating a diverse and inclusive culture of belonging is a global priority and critical to the success of any forward-thinking organisation. It can even be a dealbreaker when it comes to attracting and retaining the right talent.

In today's competitive market, women are looking beyond targets and commitments to closing the gender pay gap, favouring organisations which invest in programmes that speak directly to their needs.

Antoinette Dale Henderson designed the Gravitas for Women leadership development course in response to the demand for a programme that accelerates high-potential women to senior positions and addresses the real challenges they face as they progress up the career ladder.

Women who come on the course gain fresh insight and personalised feedback on how to convey their message powerfully and authentically, either face to face, in the boardroom, on stage live or online virtually.



"Transformational for my leaders and my business and undoubtedly the catalyst and stamina behind our success."

Jack Richardson, Deputy Director,
Government Recruitment Services, HMRC

Programme Overview

The Gravitas for Women programme is an immersive course combining modular masterclasses and executive coaching. It's available to deliver both virtually and face to face, providing accessible, impactful development for senior female talent.

The programme is split into three progressive parts, each designed to deepen participants' leadership skills, personal power and strategic influence. Each stage is supported by tailored coaching or mentoring, a rich digital toolkit and practical frameworks for lasting change.



We recommend rolling the programme out over a series of months to allow for integration, reflection and momentum-building.

The following pages provide a detailed outline of each part of the programme.



*Want something different?
As well as delivering our
flagship Gravitas for Women
programme, we'd be
delighted to partner with
you to create your own,
bespoke solution, tailored to
your culture, people and
strategic direction.*

Programme Part I

Part I
Unlocking Your
Gravitas

*Impact,
Influence &
Leadership
Brand*

Two-Day Foundational Programme & 6-Month Check-In

Day 1 (AM): Gravitas & You

- Why gravitas is crucial for female leaders
- What is gravitas? Antoinette Dale Henderson's Leading with Gravitas® framework
- Honing your expertise and leveraging your leadership brand

Day 1 (PM): Gravitas & Others

- Increasing visibility
- Emotional dexterity
- Connection and deep rapport



Day 2: Getting Your Voice Heard

- Powerful communication structures for clarity and impact
- Advanced skills in authentic body language
- Unleashing vocal power

6-Month Check-In

Purpose, Growth & Momentum

- Reviewing goals and career progression
- Leveraging the Gravitas for Women community
- Final celebration: Your Leadership Voice
- Includes 1:1 specialist coaching or mentoring tailored to each participant.

Programme Part II

Part II Stepping Into Your Power

Navigating Relationships & Organisational Politics

One-Day Course

Requires Certification from Part I

- Strategic networking and relationship building
- Leveraging sponsors, advocates and allies
- Navigating organisational politics
- Assertive communication models
- Advanced influencing and negotiation skills
- Handling conflict courageously
- Includes 1:1 specialist coaching or mentoring tailored to each participant.



Executive Coaching & Mentoring

Parts I and II of the Programme include a coaching or mentoring session, tailored to your needs.

Executive packages of an additional 3 or 6 sessions are available to supplement the programme.

Programme Part III

Part III Accelerating Your Progression

*Mindset
Mastery &
Resilience*

One-Day Course

Requires Certification from Part I

- Overcoming self-sabotaging behaviour
- Navigating change
- Confidence crushers: imposter syndrome and Queen Bees
- Mindset mastery: mental agility and toughness
- The Power Continuum®
- Includes 1:1 specialist coaching or mentoring tailored to each participant.



Executive Coaching & Mentoring

Parts I and II of the Programme include a coaching or mentoring session, tailored to your needs.

Executive packages of an additional 3 or 6 sessions are available to supplement the programme.

What people say...

"Insightful, valuable and most importantly, practically tailored to our audience"

Lizzie Charge, People Consultant, People Partnering, Consumer Group, Sky

"I've recently been promoted to Creative Services Director, the first female director within the business. Your talk really resonated with me, just wanted to say thanks."

Vicky Webb, Creative Services Director, BW

"Antoinette is a brilliant leadership coach who has helped me with building my inner confidence and overcoming imposter syndrome."

Caroline Manning, Partner, Craft Media, London

Antoinette's programme left a huge and lasting impression. 100% of the attendees went on to be promoted within 18 months!"

Fiona Thompson, Head of Learning & Development, Finning

"A personal, transformational course, full of very practical exercises and advice on effective communication techniques, making impact and much more."

Ivelina Morris, Senior Commercial Lawyer, Siemens Healthineers

"Antoinette's observations and feedback on my current communication style were incredibly helpful."

Lisa Baca, Head of Legal Talent Management, Cravath, Swaine & Moore LLP

"Having Antoinette to deliver her Gravitas program for our global female talents was the best decision we have ever made! Her contribution really made an impact, especially in helping them gain more confidence, work on their visibility, and build their networks."

Sofia Innocenti, Global Culture and People Enablement, Allianz Tech

"I am much calmer, act with more confidence and have become a better leader. A great investment in my personal and my team development."

Fabia Kehren, Head of Corporate Citizenship, Grünenthal

About Antoinette



Antoinette Dale Henderson is an award-winning, international speaker, executive coach and founder of the Gravitas Programme, a *"life changing"* leadership development course which has accelerated the career potential of thousands of managers, leaders and business owners worldwide.

With over 25 years' experience in leadership communications, she works globally, delivering strategically-driven, results-orientated programmes and unique masterclasses that make a powerful difference to executives, boards and top teams.

As a Fellow of the Professional Speaking Association and the Global Speakers Federation, she's regularly invited to deliver keynotes and speak on panels about gravitas, leadership and promoting the cause of women in business.

She is a regular speaker for VISTAGE, the global organisation for MDs, CEOs and leaders and delivered her first TEDx, Gender Equality: The New Power Dynamic, in October 2019.

She is author of two books, *Leading with Gravitas* and *Power Up*, which have been extensively featured in the mainstream media including Forbes, the Daily Telegraph, HR Magazine and Management Today.

Before setting up her business, she spent 16 years holding senior positions in some of the world's top PR agencies.

Ready to Invest in Your Female Talent?



We would be delighted to partner with you to empower your organisation's senior women with Gravitas, influence and leadership impact.

Please
contact us to
arrange an
exploratory
call



www.antoinettedalehenderson.com



info@antoinettedalehenderson.com



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@antoinettedalehenderson

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