

Authentic Leading Women Advanced

A High Performance Leadership Programme
Designed Exclusively for the
Authentic Leading Women Alumni



A 1-Day Programme rooted in contemporary neuroscience

This programme has been exclusively designed for the Authentic Leading Women Alumni 2013–2025 based on feedback from delegates and our 12 years of experience.

You will be working with other senior women, from different industries and organisations, in a 'Chatham House Rule' environment to use the power of your brain, as well as your skills and experience, to greater effect.

The Programme includes:

The Psychometric	You will complete the IDI (Individuals Direction Inventory) which looks at deep motivations and how you pursue your goals over time
The Pre-Work	We will also send you some pre-work materials which equate to an additional 20-30 mins of material reading to support your thinking ahead of the workshop
The 1:1 Coaching	You will have a one hour call with Dr Ruth Smith ahead of the workshop to go through your IDI profile and to ascertain where you could focus for the greatest benefit
The Workshop	One day in person with a maximum of 12 delegates
The Follow-up Session	We will bring you all back together on a zoom/teams call in 6 months time to review progress and to check-in with learning and on-going development from the programme

Learning Outcomes



This programme has been designed to support senior, successful women to:

- Navigate complex and challenging environments and understand how you can lead yourself and others effectively through these
- We are all working in environments where resource is often insufficient and where things are constantly changing. This programme is designed to help you, through a deeper self awareness, overcome obstacles even when you don't have all of the answers
- Be a human leader and recognise the power of leading with empathy when in stressful situations
- Creating a blueprint (plan/roadmap) for your next stage of development and how you emerge stronger whilst staying true to your values and beliefs

One Day Workshop

Being an Authentic and Inspiring Leader in a Dynamic and Unpredictable World

The aim of this programme is to take your thinking and perspective to a different level and to consider some elements of your leadership that you may not have deep-dived into previously

The Impact of Your Business Context for You and Those You Lead

- Characteristics of your context (internal and external)
- The application of change models and how you can apply these to adopt an agile mindset
- The impact of change on yourself and others
- Being an inspiring, authentic leader in a challenging, dynamic and ever changing world
- What is your best self and what does 'good' look like for you

Being Your Best Self to be an Inspiring Authentic Leader who Leads Change

- Links to the Authentic Leadership framework and how you have moved on since ALW
- What do you need to dial up in your emotional intelligence to lead change well
- What does your IDI show you about yourself that will serve you well
- How do you effectively build deeply connected relationships at work to have the biggest impact
- How do you lead yourself, what is your personal plan and what are your red flags?

Being an Inspiring Leader to Others during Uncertainty and Change

- Fostering Connection and building trust in a hybrid world; understanding other people's reaction to change
 - What individual differences can you see with the IDI and EQ-i which will help you?
 - Being a 'human' leader; staying true to who you are and bringing others with you with clarity of thought
 - Accelerate change readiness in others by adopting a coaching style
 - What is your plan for you and those you lead?
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Your Facilitator



Dr Ruth Smith

Executive Coach and facilitator

Ruth is one of the UK's most experienced Executive Coach and facilitators and for over 25 years has worked with Board level and Senior Leaders in a wide range of sectors. Ruth is passionate about making a sustainable and enduring difference for her clients, and challenges and supports them to be inspirational for themselves and others. Clients describe Ruth's coaching and facilitating style as 'energising, engaging and insightful'.

Ruth has worked in corporate organisations, as well as running her own businesses. She offers clients strategic business knowledge, leadership knowledge and experience as well as demonstrable commercial acumen. She is considered excellent at building rapport and connecting with Senior Executives. She has been a coach and facilitator for over 20 years and has worked in a range of sectors. She has provided support for executive leadership development to mainly FTSE 250 and 100 corporations from legal to manufacturing working with over 1600 leaders who are mainly Board members, Directors and Executive teams. She has over 10,000 coaching hours. Ruth has also two non- executive Director roles and been on 4 Boards. Ruth's qualifications include a Psychology degree, an MBA from a leading UK business school and a PhD.

She has a particular interest in developing Authentic Leaders, believing that authentic leadership is what distinguishes exceptional leaders. Her model for Authentic Leadership has a strong emphasis on emotional intelligence as well as the supporting neuroscience. Ruth also is a published author on Authentic Leadership with her book 'Where Authentic Leaders DARE: From Professional Competence to Inspiring Leadership'.

Details and Dates for 2026

Whats Included?

- 1 day programme
- Personal IDI Psychometric Assessment and Confidential Report
- Pre and post workshop materials
- 1:1 Coaching Call with Dr Ruth Smith
- All refreshments and subsistence across the day
- 6 month follow up zoom session with your cohort and facilitator

DATE

Thursday April 23rd 2026

Fee

£1,495 +VAT

Venue

Wallacespace, St Pancras
London

Pre-Work

You will receive a link to complete the IDI once your booking form is received. IDI assesses 17 distinct motivational dimensions such as Achievement, Influence, Stability, Growth and Autonomy. The highly detailed report gives you a deep dive into your 'internal GPS' - the forces which guide how you set goals, relate to others and experience satisfaction.



To reserve your place, please e-mail:
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Contact us for further information

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