

Quotes from Authentic Leading Women

I wanted to take some time for a step back and to think strategically about my leadership. I was fascinated by the experiences of the others on the programme and the women gave a lot of themselves, which was a joy! I found taking the time to be self-reflective, understand more and be curious was so helpful and reinvigorating. The breadth of topics and the format of the 2-days played out perfectly. **Beth Spencer, European Head of Reputational Risk, HSBC**

It is rare to find a programme like this in the UK. The blend of theory and practice was just right and the facilitators were highly credible and exceptionally talented. I enjoyed exploring my strengths and weaknesses in the intimate setting. For me, 11/10! **Ali Powell, Chief Commercial Officer, Fitness First Group**

The term 'authentic' really resonated with me and the content of the programme is something I haven't found anywhere else. It is perfect blend of practice and theory alongside the opportunity to take a step back and re-assess. The learning environment allows you to take some time to step away from the everyday challenges and I thoroughly enjoyed the 2-days. **Ruth Ellway, HR Director for Europe, Croda International**

I really loved the contrast of the two days. The blend of theoretical and practical elements made it a worthwhile and enjoyable programme. I felt I learnt a lot and I also now have with me a range of tools to help in my personal development journey. Sharing experiences, listening to and connecting with the other women was also really enjoyable. I loved it! **Nazareen Johnson, Head of OD and Talent, Pets at Home**

I feel extremely lucky to have come across this programme. It surpassed all of my expectations. I particularly enjoyed the variety of the 2 days and the experiences of the many different industries represented. I loved the interactive and practical elements and I now look at things differently and think differently. The programme is transformative. **Sharon Crofts, Director of Reinsurance and Credit Control, Markel International**

Authentic Leading Women is the most thought provoking and empowering leadership course I've taken. It was so wonderful to meet like-minded women and create discussions and conversations that were so thought provoking. It is very rare that I don't think about work constantly during a day like this but I really enjoyed taking the time to learn so much about myself. The programme really connected with me and I am excited about the next part of the journey. I have an inner ease and confidence, which has centred me as a person and as a leader. **Laura Barlow, Sales Director, Pegasus Life**

I particularly liked the mix of theory and practice. The environment was open and safe and allowed us to really explore some topics that might have felt slightly uncomfortable, but didn't. I have taken tonnes of things away from the programme and feel I have a range of tools and techniques which I can use moving forward. The insight from others was also fascinating and the style of the facilitation brought out the very best in us. **Carolyn Miller , HR Director - Northern EMEA & SDDC EMEA, VMware UK Ltd**

I particularly liked how the programme was tailored and personalised to the women attending. It was not 'off the shelf' and the balance between the 2-days was fantastic. The case studies used by Ruth and Deena, to bring the theory alive, were very useful. Learning about Authentic Leadership and what it means for me was inspiring. **Anna Fullwood, People & Development Director, Holroyd Howe**

This programme was unlike any other training I have ever done. It completely blew my expectations away. I really liked the size of the group and the venue was beautiful, it was intimate which built a great trust and bond between us. The 2-days are well structured and exceptionally well delivered. The facilitators were considerate, credible and captivating. I feel I have not only learnt so many new things but the penny dropped for me and certain things have now started to make sense. **Camilla Dica, Resourcing Manager, Thales Group**

The programme was eye opening and I learnt a lot about myself and about being authentic. The facilitators were very different but this contrast was so beneficial. The learning was very practical, it meant I could use it the actual day after the programme and it has made such a difference. The programme has lit a fire in me and I am looking forward to continuing to put into practice what I learnt.

Leah Miller, National Account and Retailer.com Manager , Origins and Darphin UK & Ireland, Estee Lauder Companies

I liked the pace of the 2 days and really enjoyed the way in which the topics were presented; it was easy to get the point, understand and take something from it. There was a genuine goodwill among the whole group of ladies attending and the facilitators. I particularly enjoyed the 'quality challenge', which gave me some different ways of thinking and ultimately engaging with my team. **Rhiannon Prothero, Marketing Director, SAP**

The workshop went way above and beyond what I was hoping for. I was expecting a deeper awareness of my own emotional intelligence but I came away with so much more around the impact it truly has on what it takes to be an authentic leader. I really enjoyed the diverse audience, and the intimacy and location of the course got the best out of us. Alongside that, the facilitators were open, transparent and thought provoking whilst being smart, sharp and human. There was a real depth of knowledge from them both and I felt immersed in the self learning. Very rarely do you get the opportunity to practice these skills in a safe environment and recognise how a small change can result in a fundamental shift. I came away with absolute clarity, and feel very assured of what my next steps need to be, with a very clear direction. **Clare Bacchus, Customer Experience Director, PegasusLife**

I met a group of fantastic people and facilitators. It was the perfect environment and I learnt so much. The programme was at the 'next level' and a step above in terms of quality. I feel I have a clear understanding of what it means for me to be a leader. It was really great and lots of fun as well!. **Angelika Gasser, Underwriting Manager D&O and Financial Institutions Germany, Liberty Speciality Markets**

No other development programme has impacted me in the same way. I loved it and felt such a high degree of involvement in the outputs. Many of the aspects were a real eye opener and I have enjoyed being able to reflect and think through some of the implications for me as a leader. Ruth and Deena were incredible and they led the personal discovery perfectly. **Laura Reilly, Marketing Director, Life Sciences, Croda**

I liked the energy the lack of stuffiness about the programme. The practical approach across the 2 days made it fun and the models and concepts introduced were presented differently to how I have seen these topics covered before, which was very useful. **Kay Penney, Director HR, Associated British Ports**

I thought a 2 day programme was the last thing I needed as work and life was so busy. However, Authentic Leading Women completely changed my perception. It was more beneficial than I could ever have anticipated and smartly crafted. There was lots of time to think and apply the learning and push your comfort zone in a very supportive atmosphere. I hadn't even considered the impact of working with the other women but that was fantastic also! The programme pushes you, but in a very good way. 10/10 and I wish I could do it again!! **Stephanie Carbonneil, Investment Trusts Business Development Manager, Schroders**

I got a lot out of the programme and really enjoyed learning more about emotional intelligence and authentic leadership. It was also very useful to network with the other women on the programme. It was amazing! **Tara O'Neill. HR Information Systems Manager, Croda Europe**

As a result of the programme, I feel more calm and reassured in my mind. This was the best training I have ever been on and it surpassed all of my expectations. It was relevant, focused and really dealt with the issues and observations the group brought to the workshops. It has opened my mind and will make my professional life so much easier by being more efficient, more focussed and more aware of mine and others thinking and behaviours. **Alaa Bushehri, Corporate Credit Portfolio Manager, BNP Paribas Asset Management**

I was really intrigued about the Emotional Intelligence part of the programme. I enjoyed the exercises and it allowed us to connect the meaning to the theory. The environment was intimate and very conducive to being open and honest. It meant you could be 'in the moment' and get the most from the learning. It was a great 2-days and they work perfectly together; you couldn't have one without the other.

Meghan Walker, Underwriting Manager, Liberty Specialty Markets

The practical approach of the programme was excellent and allowed time for me to really think about myself as an individual. The group size was small but perfect as it allowed us to build relationships much more quickly and easily. The 'how' rather than the 'what' approach of the workshops was really great and I feel I have left with some very practical tools.

Zoe Wright, Group Director of People, B&CE Providers of the People's Pension

The programme was inspiring and I feel it will be hugely valuable being able to put into practice what we learnt, once back in the workplace. I have spoken about the programme a lot as it has been impactful and I feel the 2-days capture your attention perfectly.

Chantal Rodriguez, Head of Enterprise Risk Management, Liberty Speciality Markets

I liked the fact the programme was aimed at women as it gave us the opportunity to share similar experiences and challenges. I also enjoyed the fact that there was a wide variety of roles and industries among those of us on the course as this gave us the chance to learn more from one and another and see things from different perspectives. There was also a very good balance between hearing from the course leaders and the chance for us to get involved and interact with one another. It worked perfectly.

Gina Wilton, Origination and Structuring Manager, BNP Paribas Asset Management

I learnt so much from the programme and it gave me the opportunity to really re-focus. The different approach and content across the two days worked really well. It was great to share experiences and learn from other women in the group and the group connection was very powerful. The learning I have taken from course will be extremely useful.

Helen Berresford, Director of External Engagement, Nacro

The two facilitators were incredibly knowledgeable, professional and caring women and created a very 'safe' space for the delegates. It is a carefully thought out and tailored programme and of exceptional quality. It was great to meet the other women from different backgrounds and industries and hear their perspective. **Tammy Palmer, Head of People Development & Engagement, Age UK.**

For me, the programme was priceless. You don't get the opportunity to experience these areas of development in a working environment, so it was really useful. The whole programme was extremely enjoyable and so relevant to me and my working life. It was exactly what I needed. **Kerry Hall, Underwriting Manager, Liberty Speciality Markets**

I particularly liked the group size and felt, as delegates, we could really relate very well to the two facilitators. The mix of Day 1 and Day 2 blended perfectly and it was such an enjoyable programme." **Ingrid Cawood, Finance Director and Company Secretary, Miki Travel Limited**

The atmosphere was very open and comfortable. I liked the practical nature of the programme and felt the facilitators were very good at pushing our thinking – they were very skilled in knowing who to push and where to push. I have taken away some very useful learning around assertiveness, impulse control and building more effective relationships at work. **Leticia Aguilar, Sales Manager EEMEA - Personal Care, Croda**

Authentic Leading Women was like nothing I have ever done before. It was really valuable and useful to me. I felt we learnt a lot, but in a completely different way. The mix of the 2 days was well structured and the gap between the days was useful in giving me time to reflect. **Laura Rydiard, Resourcing Manager, Thales Group**

The programme more than exceeded my expectations. I liked the openness from the facilitators and women on the programme. The gap between the 2-days allowed time to reflect and I feel I have come away with a number of practical tools and techniques. **Melanie O'Neill-Horton, Head of Professional Lines SVP, Liberty Specialty Markets (Liberty Global Group)**

I am truly impressed by the impact this two day course offered me. Part was very hands with great tools that I can apply immediately. On the other hand there was a deeper purpose that I am embracing and which inspires me to reflect and develop my own leadership style further. Synonym to the program were Ruth and Dean. Two amazing, strong women, so impactful by being true to themselves. **Laura Willemsen, Head of Global Marketing Smart Materials, Croda**

I enjoyed the mix of the theory and the practical exercises which brought the workshops to life. The programme was great and the facilitators very dynamic. **Sophie Vincent, Head of Data Science and Coding Team, BNP Paribas Asset Management**

The programme came at a great time for me. I enjoyed the opportunity to take some time to really understand more about my personal style and presence. The 2 days not only met and exceeded my expectations but have awoken a deep interest in learning more. The women on the programme developed a great bond and it was very useful to share our common experiences. I thoroughly enjoyed Authentic Leading Women and I am very much looking forward to the next part of the journey. **Ashleigh Lewis, Commercial Director, Moto Hospitality Ltd**

I typically ignore these type of e-mails but this programme landed at the right time for me. I really loved it! The practical element was perfectly aligned to the theoretical explanations which were always backed up and evidence based. I have been a leader for over 25 years but I found learnt a lot more about myself and the teams I lead. The programme was very powerful. **Brona Kelly, Group Director of Sales and Marketing, Maybourne Hotel Group**

The programme was well structured and I found it very practical and enjoyable. The group was a good size in that we could speak freely and have time to reflect which created a comfortable, relaxed and non-judgmental setting. The realisation that you don't have to conform to a particular stereotype of leader was refreshing and the 2-days were great at dismantling lots of pre-conceptions. **Archana Doraiswamy, Head of Regulatory Practice, BNP Paribas Asset Management**

I liked the balance of theory and practice and the group discussion and size was excellent. The way in which the facilitators, when given a particular scenario, were then able to develop it and challenge the group by drawing on their experiences was so valuable. There was a lot of energy and turning the theory into practical support has allowed a huge shift for me. **Sarah Saxelby, Estate Manager, Croda International**

The programme was thoroughly enjoyable. I came away with a great deal more confidence in myself as a leader. The programme allowed me the space and time to work out what is important, what makes me tick, where I get frustrated and what to do about it. I used some of the tools and techniques with my team following the workshops and, as a result, the team has come on leaps and bounds – a marked shift. The unique environment created a completely different mind-set and I came away 'buzzing' after the 2-days. **Jo Taylor, Head of Marketing, PegasusLife**

I liked the interactivity and many parts of the programme resonated with me, particularly the elements around the importance of purpose with this generation's employees. Authenticity is not a skill....it's a necessity for today's most effective leaders as demonstrated so well by the trainers. **Vanessa Edmonds, HR Director UK and RoW, Page Group**

There were so many nuggets of really useful insight blended with theory and practice. The programme was wonderful and has really lifted me. The atmosphere and safe environment in which to share and hear from the other women was powerful. It was a memorable 2-days and I just want more! **Susanna Casas, VP Global Accounts Personal Care Team, Croda International**

I liked how the group worked together and it was reassuring to know that everyone is thinking about the same issues. I felt we could all open up, in a non-competitive environment and share experiences. I took away a lot of things and the 'purpose' aspect of the programme really hit home for me. **Joanne Winship, Director of Legal Compliance, Tata Steel Europe**

I think this programme is much needed for senior women. I found the presence and presentation elements very useful. The 2-days were extremely enlightening and I have been able to take a lot away in terms of how I manage meetings and projects. The tools were brilliant! **Wendy Hill, Service Delivery Manager, Thames Water**

Authentic Leading Women was a very interactive programme that felt completely focused on the women in the room. There was a big focus on the key areas people wanted to discuss which felt completely tailored even though we had never met each other. The 'purpose' element of the workshop really resonated with me and it gave me some real food for thought in terms of how I think about others around me and how I deal with different situations. I thoroughly enjoyed it. **Rose Toussaint, Head of Legal, Compliance and Product Development, E.I. Sturdza Strategic Management Limited**

I particularly liked the balance of the 2 days. Day 1 was reflection and Day 2, interaction. The small group size was perfect and I felt there was an open, honest and comfortable atmosphere from the offset. The style was one of 'coaching' and I really enjoyed that learning environment. Definitely money well spent. **Bryony Long, Managing Associate, Lewis Silkin**

The programme was invaluable to me and I took a lot from it. I particularly enjoyed the practical nature of the exercises and learning new techniques which I can utilise in my working life. Both facilitators were excellent, and it was also wonderful to meet such a great mix of people. It is definitely worth investing the time and effort on this programme. **Sarah Lindsey, Head of Operational Risk Norms and Support, BNP Paribas Asset Management UK**

The programme has been the most significant positive impact on my personal development in many many years. It far exceeded anything I was expecting to achieve. There were many light bulb moments for me during Day 1 and then the interactivity and practical nature of Day 2 was revolutionary. **Abi Baker, Technology and Infrastructure Manager, Thames Water**

The contrast between the 2-days was great and I really liked the fact that I got 2 different experiences. I felt I could very much be myself and be open with the other women, which brought a richness of conversation. The learning felt organic and natural and it was a very comfortable environment in which to learn and explore. Both facilitators gave good, healthy challenges to stretch thinking. **Tara Rooney, SVP of HR, Cineworld Cinemas**

I learnt a lot from the programme and have been able to take some of the models straight back into my everyday working life. I particularly liked the emotional intelligence aspect and found the discussions and my personal assessment very useful. **Sharon Woods, Group Head of Human Resources, Carey Group plc**

I met some inspiring women and found it very helpful to hear about their experiences. I arrived with an open mind about the programme and found the information and exercises on self-reflection fascinating – they helped me to look critically at my personal leadership style and impact. The programme exceeded my expectations. **Shalina Crossley, Partner - Employment, Lewis Silkin LLP**

I really liked the academic rigour of the programme and the fact that it was grounded in fact. The 2 days blended perfectly together. Ruth is incredibly bright in a considered way and Deena was very credible, insightful and encouraging. I would highly recommend Authentic Leading Women. **Frances Russell, Director of Womenswear, Marks and Spencer**

I am relatively new to managing people and leadership so the programme came at a good time. The group size and format of the 2-days allowed us all to be very open and share some very useful discussions and thoughts. I learnt a lot about myself and also felt some affirmation that I am focusing on the right things, gaining tools and techniques to enable me to move this forward. I thoroughly enjoyed both days. **Penny Hodge, Problem Manager, Thames Water**

The group size was great and the two facilitators complemented each other very nicely. This is a perfect programme for women looking to take the step into 'authentic leadership' and understand more about what it means for their career. I liked the interaction across the 2-days and building a network of other women outside of my industry. **Polly Cameron, Senior Vice President Global Information Security, BAML**

The programme gave me a lot of 'food for thought' and was a great opportunity to reflect and focus on my own personal development; something we often don't get time to do! The 2 days were very different, which was great. I learnt a lot about myself and how to be a better authentic leader. Would highly recommend this programme to others. **Ann Watson, CEO, Senta Group**

I particularly enjoyed the exploration of 'presence' and what it means for me. The journey of personal discovery was enlightening and it has helped me frame some of my thinking and approaches at work. The style of delivery was very different to anything I have seen before and I really enjoyed it. **Louise Powell, Head of Skills Development, Travis Perkins**

I found the content relating to emotional intelligence very useful and interesting. I really enjoyed the programme and especially meeting the other women. You don't often get chance to talk to other women about the challenges they face on a day-to-day basis and that was enjoyable. **Rachel Francis-Lang, Partner, Lewis Silkin LLP**

The programme came at a good time for me and gave me the opportunity to take a step back and reflect. I found the facilitators understood the challenges faced by the delegates and this was very helpful. The tools are 'usable' and there are good opportunities to use the learning in the work environment. Particularly useful was the opportunity to reflect and refresh in the second session things that we had covered in the first. **Vera Hegarty, Institutional Sales UK & Ireland, BNP Paribas Asset Management**

The programme was amazing. It was a chance to explore lots of different tools with a small group of women. We bounced off each other and I felt able to open up, in a non-judgmental environment, which helped my self-reflection hugely. Ruth and Deena were phenomenal and put us all at ease; bringing to life a lot of the learning. I have taken away so much and had fun in the process! **Claire Parker, Head of Diversity and Inclusion, T-Systems**

The opportunity to hear experiences and bounce ideas off the other delegates was really useful for me. Ruth and Deena are obviously at the top of their game and to spend 2 days with highly experienced Coaches was great! **Jane Gillespie, Concessions Contract Manager, Arriva Rail London**

The programme has had a profound impact on the way I feel about my leadership. The best way to describe it is 'powerful yet calm'. There were certain aspects of the 2-days which I wasn't expecting and I know will create new possibilities and ways of approaching things. I enjoyed the breadth of coverage within the very supportive atmosphere. **Jenn Hart, Managing Director Beauty Effects (Personal Care), Croda International**

It was so useful to take some time away from the day-to-day and think about my role as a leader. I found the work around assertiveness and how to present oneself in different scenarios very useful. I would recommend the programme for anyone wanting to look at how they might approach and improve different aspects of their leadership. **Claire King, Partner, Fenwick Elliott**

The programme was brilliant! It gave me a completely new and fresh way of looking at things that wasn't from a textbook, but based on practical real-life examples. There was the opportunity to 'try' and practice the learning alongside some of the other attendees, which I really enjoyed and it was fun! I learnt a huge amount about myself and cannot wait to continue to apply what I learnt as I continue my leadership journey. **Jacqui Dryden, Service Transition Manager, Thames Water**

The Emotional Intelligence aspect of the programme was extremely interesting for me and very pragmatic. There were lots of useful tools around communication, taking time and influencing. The venue was ideal and I enjoyed the 2-days very much. **Catherine Martinez, Head of COO Office, BNP Paribas**

I loved the coaching style of the programme and was delighted with the tools and techniques I learnt as part of the programme. Recognising the importance of emotional intelligence and being able to practice these skills in a safe environment was refreshing. I learnt a lot about myself and, as a result, I am much more confident in my approach. **Gillian Nevin, Director of Business Development ResMax, EMEA, Hilton Worldwide**

What I learnt on the programme will stay with me for a very long time. I loved the mix of the 2-days and the content across both was so complementary. The small group size of senior women meant we could each get such a lot out of the programme. It exceeded all of my expectations. **Jo Farmer, Partner, Lewis Silkin LLP**

I liked the way people came to the programme from different horizons and not just financial services. I really enjoyed the 2-days and felt the team spirit was built very quickly and created a good connection between the delegates. It was great to build a network and the ambience was excellent. **Anne Dille-Weibel, Head of Insurance Segment, BNP Paribas Investment Partners**

ALW was fantastic; one of the best programmes I have attended. I have a different outlook as a result and life appears easier and much more simple! It was a very practical programme and I left with a completely different perspective on various significant issues for me. **Nichola Silveira, CEO, DP World**

I found the time to reflect very valuable. It was great to have an external view of things alongside support and focus from a fantastic group of women. I also found the new strategies and ways to approach things very useful and, as a result, I am much more conscious as to how I communicate and come across to my colleagues. I would highly recommend the programme. **Sharon Hegarty, Marketing Director, Sky**

A worthwhile programme delivered by two strong facilitators whose knowledge, skills and expertise shone through. This was a thought provoking, informative and fun learning event, delivered in a balanced way to meet the needs of our group and in a great setting which added to the experience. **Al Parkes, COO, Senta**

The assertiveness and EQ elements of the programme were particularly useful for me. I liked the small group and working with like-minded women, facing similar challenges was reassuring. Sometimes, topics like those covered can be intimidating but the programme was the complete opposite; fantastic, inclusive and non-judgemental. The advice and support was extremely practical with very clear advice and guidance on how to move forward. **Laura Farnsworth, Partner Employment Reward and Immigration, Lewis Silkin LLP**

Having Headspace plus instruction was so helpful; much more than I had expected. The interaction within the group was great as was the recognition that we are all human and things can get difficult. The well-appointed setting for the programme was peaceful with a touch of luxury creating a good atmosphere conducive to learning, the pace was punchy and the format stimulating – there was a huge amount of support, encouragement and confidence building – all in all an extremely worthwhile use of my time. **Sally Hogben, Head of IT, Eversholt Rail Group**

I really enjoyed the Authentic Leading Women Programme. The delivery of the sessions worked really well. It really challenged me to think differently and move out of my comfort zone, but in a relaxed and comfortable environment. I have been able to go back to work and do things differently; very conscious of the behavioural change I have been able to make. The things I learnt have made me much more aware of how I am perceived. I would highly recommend the programme.

Pauline Lewis, Head of Resourcing, Heathrow Airport

I had heard great things about Authentic Leading Women and I found it very insightful. The course had great energy and pace. I took a lot away from the very practical sessions and have been able to put some tips into practice straight away. The emotional intelligence assessment was very valuable and surprisingly accurate.

Alex Kelham, Partner and Head of Sports Business Group, Lewis Silkin LLP

I found it hugely beneficial to explore elements of leadership and 'confidence'. It is so refreshing to work with like-minded women and recognise what it means to be an Authentic Leader whilst being yourself; not feeling you have to conform. I plan to continue to review the material from the workshops to further develop my thinking and understanding.

Dawn Polain, Account Risk and Continual Service Improvement Manager, T-Systems

I was particularly curious about the 'authentic' part of the programme and how it impacts me as a leader and in my management activities. The group size meant we all 'connected' and quickly built a level of openness and trust. The exercises and facilitation styles were excellent and really kept my attention. I would highly recommend Authentic Leading Women as an opportunity to explore your self assurance in a calm and rational environment.

Marion Maagdenberg, Head of Dutch Products and Transversal Projects, BNP Paribas Investment Partners

I can't praise the programme highly enough. Often these type of programmes are focused on the 'remarkable' but Authentic Leading Women is about 'real' challenges faced by senior women and practical day to day realities. The split across the 2-days was excellent and the intelligence from the facilitators and the network of women was inspiring. Ruth and Deena were a complete contrast, which was conducive to the delivery of the various topics covered and engaging the group. I learnt so much and took away a great deal to support my future development.

Lisa Bowley, Deputy Head of Business Risk, Aberdeen Asset Management

The programme was inclusive and interactive in a non-threatening environment. The added value of meeting a great network of women surpassed all of my expectations. The mix of academic theory and expressive, emotive content brought a great balance to the programme. There is a magic about Authentic Leading Women that more women should know about!

Elizabeth Stock, Head of RM Parcel Strategy and Insight, Royal Mail Group

The programme exceeded all expectations. I came away with lots of very helpful techniques, which are tangible and will stay with me. The structure of the 2-days is well thought out and gave me plenty of time to reflect. The engaging styles of Ruth and Deena made for a very exciting and enjoyable experience and I highly value their advice and experiences.

Caroline Morris, Operations Director at Sky IQ Customer Intelligence Services, Sky

The programme was excellent and I am very happy to have been a part of it. The calibre of ladies I worked with matched very well with my phase of development and I really enjoyed the sharing of experiences and learning from others. The topics were so interesting and the programme has really helped me to address what my next steps are and how I can take it forward. I am very clear, as a result, of what I need to do.

Charlotte Stienstra, Head of Legal Netherlands, BNP Paribas Investment Partners

Authentic Leading Women was a great experience. The programme has helped me be a lot more confident about who I am as a leader and it was very helpful to share experiences with the other women from such diverse backgrounds and roles. I really liked the mix of the 2-days and the content matched perfectly to the delivery style. It has given me a toolbox with which to analyse myself and I am very encouraged about the future.

Celine Rouard, Head of Sell Side Operations, BNP Paribas Asset Management

The programme delivered beyond my initial expectations and the content that we covered over the 2 days really resonated with me. I particularly liked the different styles of delivery and approaches across the 2 days, ensuring that a wide range of issues, experiences and behavioral types were covered. The practical application and 'tools' have been very helpful and I have been able to make immediate changes as a result. Authentic Leading Women was very different to any course I have attended before and I really enjoyed being part of it.

Clare Green, Senior Service Delivery Manager, T-Systems

The programme provided a great environment to meet other senior women with similar challenges, which was both encouraging and reassuring as a senior leader. The focus on outcomes and action planning was useful whilst supporting my focus on being conscious as to how I behave and am perceived. The environment was relaxing and provided an excellent opportunity to invest in me.

Katie Danby, CEO, HSBC Private Bank, Monaco

The training was exceptional and is of critical importance particularly to senior positions women. I particularly valued the balance between psychological and practical. Ruth and Deena were amazing and a perfect blend across the 2 days. I learnt many things about the best way to reveal and take profit of my full potential and have also taken a lot away from the work with such a diverse range of women in senior position in very different fields. The learning environment was perfect and I would highly recommend other to attend.

Alina Planus, Head of Compliance Legal and Corporate, Eric Sturdza Management Company SA

I joined the programme with a very open mind and I came away better equipped to deal with challenging situations. I would recommend Authentic Leading Women to those who have the potential but lack some of the 'know how' or 'tools' to make it happen. **Susan Omordia, Health Safety and Environmental Manager, T-Systems**

When times are tough, it is often easy to squeeze the 'thinking space' out of our day-to-day work. As a leader, I felt 'nourished' by attending Authentic Leading Women. The research and insight to the landscape for women, alongside a theory grounded in credibility, meant the programme exceeded my expectations in a way I wasn't expecting. **Carol Cammiss, Business Partner, Children's Services and Families, London Borough of Merton**

Authentic Leading Women to me is about being true and genuine. The programme allowed me to really reach inside myself and stretched me to think about things in a completely different way. I have done a number of courses around psychometrics and personality but this programme felt a great deal more 'personal'. The recognition that you can't change the world around; you can only adjust your own behaviours was fundamental. I have already recommended the programme to a number of other senior women. **Vanessa Gidwani, Deputy Company Secretary, Tata Steel Europe**

I can't praise the programme highly enough. Day 1 was very cerebral and Day 2 very practical, which was a great blend. There were some key areas which I have not explored before and I found the opportunity to expand my network, and meet some really interesting women, very useful. **Laura Smith, Bid Manager, T-Systems Ltd**

Taking time out of the day to day to reflect on my leadership strengths and challenges was hugely valuable. The experiential element of the programme was particularly compelling and I came away feeling confident and ready to practice new techniques for assertiveness, influence and engaging an audience. Meeting new people from different backgrounds in such a supportive environment was also very stimulating and lots of fun. **Gráinne Gilsean, Head of Category Development, SABMiller Group Marketing**

I enjoyed the opportunity to meet the other senior women and share our thoughts and experiences in a very open way within the small group setting. I have been able to take some of the learning back to work immediately, which has been very helpful. The programme was great and I would highly recommend it. **Nadya Tandy, Head OTC Derivatives Operations at BNP Paribas Investment Partners**

I left the programme feeling extremely positive with some useful materials on which I can continue to reflect. Deena and Ruth are very different but both very dynamic. The group built a level of trust extremely quickly, which made for a fascinating and insightful interaction. I have already recommended ALW. **Michelle Sharma, Company Secretary, Eversholt Rail**

I now think completely differently about things on a day to day basis, as a direct result of the programme. It was well structured and I really enjoyed the interaction with the other delegates. Understanding the key elements of an Authentic Leader and the piece on presence were of particular value to me. I was surprised how tailored the programme was to each individual alongside the reassurance that we all face similar challenges. A really useful and enjoyable programme. **Laura Campbell, Product Specialist and Sales, EI Sturdza Investment Funds**

The programme, for me, has been life changing. It has given me a much greater insight to my values, areas of focus and how I approach things. I don't feel the same as I did before I attended the programme; in a hugely positive way. Authentic Leading Women was exceptional quality, great value for money and fun! **Annabel Jelley, Skills Manager, Business Inspired Growth**

The pre-work started to build my thinking in preparation for the programme, which I found very useful. I enjoyed meeting other senior women and learning more about the challenges we face and our similarities. There was lots of learning and tools to take-away and the facilitators were professional, insightful and credible. The programme completely exceeded all my expectations. **Deborah Goodwin, HR Director, Alstom Power**

We don't typically get the luxury of time out of the office for two days to focus on self development and it was really good to have the time to think. It was inspiring to work with other women and hear their stories. The two days were very different, in a very positive way, and I felt the content was tailored specifically to the ladies on the programme and what we wanted to get from it. It was a very safe and comfortable environment with a good blend of theory/research and practical elements. I took a lot from it. **Bela Spanjar, Head of International Internal Communications, BNP Paribas**

I was initially attracted to the programme because of the focus on authenticity and women. The 2-days provided a great opportunity to meet and talk to other women and to share ideas and challenges. The content blended extremely well and I liked the mix of theory and practice. It was a cleverly structure programme and I thoroughly enjoyed it. **Kate Meredith, SAP Cloud Services EMEA, T-Systems**

The scientific approach to the emotional intelligence assessment was very useful to me and both days met and then exceeded my expectations. The practical tools emerging from the theory got everyone involved and meant that each person could contribute and participate in an environment, where it was safe to experiment and get honest feedback. People talked openly and I got a view of many different aspects, which was extremely valuable. The programme, for me, scores 10/10. **Estelle Steenkamp, Head of Service Delivery EE account, T-Systems**

The Authentic Leading women programme has been a very useful part of my journey. Both facilitators were excellent and the tools they gave us were extremely relevant. I have been able to put some of the learning into practice straight away but it has also given me some very useful reflection on which to continue my development. It was easy to be open and frank on the programme and the environment they created lent itself to a very positive and productive learning experience. **Elaine Glass, HRD, Total Stay Group**

I was keen to understand more about being a strong leader whilst having impact. I found working with like-minded women and understanding their different perspectives hugely valuable. The focus on emotional intelligence was useful and I aim to include it in my personal development plan. **Lynne Murray, Head of Finance, Sky plc**

The programme surpassed my expectations by being more insightful and broader in a useful way by touching upon the challenges we continuously face. The ambience was nurturing and promoted a real learning environment. Ruth on Day 1 gave me some concrete areas to focus on for myself and Deena during Day 2 supported the behavioural aspects of that learning, which was a great combination. I took away some key areas on which to focus, which is fantastic. **Lydia Malakis, Director, Schroders**

We all recognise our own traits but it is not very often that we get the chance to be reflective and take a deep look at them. Doing this alongside a great bunch of senior women was really useful for me. I have been able to apply some of the learning already and I thoroughly enjoyed the 2 days. **Deirdre Tippen, Head of Media and Sales Planning, Sky**

Ruth provided an excellent environment which was candid, practical and concise. The programme has had a positive impact on me and I particularly enjoyed the scientific, yet fun approach, with excellent reading and research to back it up. I continue to put the learning into practice and would highly recommend the programme for other senior women. **Virginie Maisonneuve, Deputy CIO, Head of Equities, PIMCO**

The facilitators really cared about each and every one of the participants and it felt they tailored the programme exactly to our individual needs. I feel I have learnt a lot about myself along with some very detailed guidance around suggested actions. There are some key areas of focus that I am very mindful of which are particularly helpful for the day-to-day but also to my longer term development. **Christine Klein, Head of Strategy and Business Development, T-Systems**

I found the practical exercises and illustrations really thought provoking. I learnt a lot about confidence and, as someone who is not shy in holding back, it gave me a completely different perspective. It was a fantastic programme and I enjoyed it along with the networking with other women, which was so valuable. The venue is also the best ever! **Britta Barnett, Head of Interaction Analytics and Operations Assurance, Sky**

The programme was an opportunity to reflect and to gain insight to my management style. The 2-days gave me the encouragement to make some pro-active decisions about my career. I came away with some very useful skills and practical strategies, on which I can continue to build. It was 2-days very well spent, thank you. **Lydia Pilkington, Senior Director, Technology Marketing, EMEA, Oracle Corporation**

My objective was to understand more about my role as an authentic leader and the programme made me think about many things, some I have never considered. The mix of the internal and external perspective was useful and very thought provoking around a number of fundamental areas. I have a short term and long term focus as a result and thoroughly enjoyed working with the group of ambitious women. **Zoe Cooper, Managing Associate, Nabarro**

The programme took me out of my comfort zone, but in a really good way. I found the principles of how I lead my team and myself, were really useful. I am now much more aware of some key areas which will support my development going forward. The group was a good size and it meant we got to know each other really well, which was enjoyable. **Claire Gartland, Head of Marketing Development, SKY**

The mix of different women was really interesting and created a very open, honest and genuine environment. The programme was a real eye-opener for me and challenged a few perceptions I held. I loved the practical nature and found Ruth and Deena fantastic, fun and engaging. They both 'know their stuff' and their support was very practical, whilst supporting people to think differently. **Kam Singh, Practice Lead and Team Manager, South London Legal Partnership**

I was attracted to the programme as an opportunity to share learning with other women facing similar situations as part of a small intimate group. The programme has helped me explore, at a very deeply level, how I am perceived and how I approach my working relationships. I would highly recommend it as an opportunity to focus on authenticity and its impact. **Remi Ajewole, Fund Manager, Schroders**

The emotional intelligence aspect of the programme was particularly useful in providing me the time to reflect on my own personal goals. The facilitators were interesting and engaging and I have already been able to implement some of the learning back at work. There were aspects of the branding work, which I hadn't considered before and that was a useful insight for me alongside the fantastic opportunity to network with the other women. **Sue Davies, Human Resources Director, Bourne Leisure**

As I have moved to a new organisation and new role, ALW has really helped support the building of my working relationships. I learnt a lot and am much more aware. I liked the manner and approach of the facilitators and I would highly recommend the programme. **Ji Young Park, Equity Analyst, BlackRock**

I would highly recommend Authentic Leading Women. The purposefulness of the 2 days which lead from deep thinking and knowledge on Day 1 to sharing into a practical and poignant on the second day is very well thought out. As someone who is action oriented, I found the reflection really useful alongside the insight into unconscious bias and assumptions. The programme has given me the confidence to try new and different things and testing this within the group of dynamic women was so beneficial. **Jo Smith, Head of UK Learning and Development, Zurich**

I was particularly intrigued by the emotional intelligence element of the programme which was insightful and helpful. The learning was very useful and I liked the practical elements, which allowed us to practice the techniques in a very comfortable environment. Sometimes you know what the areas of self-development are but the programme helps you identify the 'best' way to do these. I have taken a lot away for now and plenty to reflect on for the future. **Inga Bruce, Head of Business Operations, T-Systems**

Ruth was absolutely incredible; quiet in her approach but very powerful as a facilitator and drawing the best out of each person. I also enjoyed the networking opportunity, which was a great insight into the challenges of others. **Belinda Freeman, Manager of Risk and Advisory Services, RSM International**

The programme was a real wake up call for me whilst giving me the space to think. Being able to talk to other women and understand their challenges was invaluable. I particularly liked the way in which the content related back to science but also personal coaching in a style which was clear, un-hurried but had momentum. I have already put some of the learning into practice and would highly recommend the 2-days. **Louise Rebuck, Head of Customer Engagement and Analysis, Vocalink**

The programme allowed me to take some time out to refresh my thinking around my values and authenticity. Ruth was insightful, highly credible and provided a quality challenge. The opportunity to network with other senior women was extremely useful and provided a great environment for reflection. I would highly recommend the programme. **Gill Hibberd, Strategic Director, Buckinghamshire County Council**

The opportunity to reflect in the group environment was very valuable. The programme provided an excellent mix of self-analysis and then through the eyes of others. I particularly enjoyed the interactive elements and found the experiences of the other senior women enormously useful. **Sarah Wernham, Head of Product Servicing and Enhancement, Vocalink**

Ruth has a wonderful way about her. She was never critical or judgmental but really pushed me that extra mile in terms of thinking. The programme felt like an 'emotional spa' and I learnt a huge amount, much more than I had expected to. **Ellen Costa, Manager - Corporate Development, RSM International**

The programme was built on science and fact, which I really enjoyed. Ruth was an excellent facilitator and I learnt some very useful tools and techniques of how to be a better leader. **Gillian Hawkes, PR and Communications Manager, RSM International**

I came away from the programme with such a huge sense of personal growth. The group size was perfect and meant that the personalities and chemistry just worked. Day 1 was balanced so well with theories and models alongside practical support. The 2-days challenged my thinking but in a supportive and comfortable environment. I can highly recommend Authentic Leading Women. **Satvinder Reyatt, Head of HR for Support Services, The Open University**

Ruth was both knowledgeable and personable. I felt she brought extensive experience to the programme and I found interaction with peers from other organisations on the subject matter hugely beneficial. I have learnt a huge amount and already feel able to put it into practice. **Gemma Bainbridge, Finance Director, RWC Partners**

I am normally quite sceptical about programmes such as this but the programme really made me think. Ruth has a great delivery style and the group dynamic was excellent which made it easier to get something out of the course. The environment was genuine, felt 'trustworthy' and was a 'safe pair of hands', which made the sharing of experiences hugely valuable. I now think in a different way about myself and will continue to reflect on the topics we covered going forward. **Claire George, Head of Business Management (Property), Aberdeen Asset Management**

The programme met and then exceeded my expectations. It gave me the unique opportunity to think in a completely different way, which has made a significant impact on the person I am. Meeting different women across a range of professions and industries was enlightening and I took such a lot away from the 2-days. **Rosalind Keenan, Consultant, Schroders**

The programme was a chance to explore how I can continue my career progression alongside being true to myself. The emotional intelligence focus was a huge advantage in providing me with an in-depth understanding of where I can focus for the greatest career impact. Being able to then take that into practical strategies when working with others has been extremely valuable. **Zoe Banks, Head of Personal Motor Claims, RSA**

Spending time with like-minded souls really helped to share the learning and gave me some time to reflect. The supportive atmosphere and by doing the exploration together meant I left the programme with practical strategies to support my impact, inner strength and presence. I thoroughly enjoyed the 2-days. **Debbie Bomyer, Group Accountant, The Open University**

The programme gave me so much more than I was expecting. It challenged the way I think and created a very intimate, safe and open environment to share the learning with others, which was very powerful. Although emotionally exhausting (!), I came away with the recognition that I can only change 'Me' and the programme helped me massively in changing my mindset when working with others. **Dianne Ramsay, UK Strategic Solutions, Schroders**

I felt the 2-day programme really took me to places that I hadn't explored on a personal level and gave me the unique opportunity of sharing this with other senior women. The programme was very experiential and really supported me in recognising the contribution I make and my capability. I left with a new found confidence and with a deeper understanding of myself and my impact on others. **Claire Entwistle, Programme Manager, BAE Systems**

The programme really pushed my thinking to a much deeper level than I have looked before. It gave me a new confidence and I have already received feedback from across the business in relation to my style and engagement. I enjoyed meeting women from different businesses, careers and areas of specialism, which was very useful. **Kayleigh Jackson, Head of Everyday Brand and Licencing, Hallmark Cards**

I felt in 'good hands' across both days of the programme. Ruth and Deena are a real authority within their respective subject areas. As a senior woman operating in a predominantly male environment, I found the work around living a life on purpose and having presence and impact very enlightening. I have already put the learning into practice and, as a mentor for other women within my organisation, I can use the practical tools and techniques to support them through their personal challenges. **Susannah Cawley, Head of Public Protection, Lancashire Constabulary**

Authentic Leading Women was a very practical programme which allowed me to look at how I come across and what I might do to communicate differently. The work around assertiveness has already been extremely useful to me in my day-to-day work. I would highly recommend the programme to anyone looking to understand more about style and how to interact more effectively. **Sian Yates, Head of UK Compensation, Zurich**

The training was fantastic and I particularly liked the small group of women. I learnt a lot, particularly about myself, which is and continues to be very useful. It was a wonderful programme. **Bonnie Nzumbong, Manager, Change Management Team, Thames Water**

The programme has already been of great benefit to me. I actually feel more comfortable in my own skin and feel I can gain even more confidence as I apply the learning. The group size was great and everyone could participate. I really enjoyed the programme and learnt a lot. **Elaine Mulholland, HR and Training Manager, ICAEW**

Ruth and Deena were very engaging; I loved both of their styles. The content of the programme is good and it gives very practical insight about how to be a good leader and how you can develop yourself. There were strategies in the EQ report and ideas around how to think more about your impact with people, how you land and how you are perceived. I found the 2-days very useful. **Kerry Mciver, Regional Sales Manager, Lifestory Group**

The size of the group of women on this programme was a real added value as it created a trusting space in which to explore the many different topics. The 2 very different styles of Ruth and Deena also gave a lot to the programme and I learnt a lot around EQ, values and assertiveness. As a result, I have made huge advancements in my career planning. **Venetia Willson, Senior Talent Manager, leading Luxury Fashion Brand**

Authentic Leading Women met and surpassed my expectations. The opportunity to step away from a very busy job to reflect on how I do things and how I am perceived was such a fascinating process. The programme gave me a very different perspective. **Director, Legal and Business Affairs at a global entertainment company**