



Amrop

Inter-company
peer-to-peer
women
empowerment
program

Lead your Career, Dare to Succeed!

Today's companies are acutely aware of diversity, equity and inclusion. Yet female leadership is a two-way street. It is time for women to ramp up their courage, drop their self-doubts, and self-empower.

This program is designed for women who are in leadership positions, or who aspire to become leaders. Helping them to overcome the barriers in their minds, take their careers into their own hands and reach their full potential. In a safe environment, women learn from each other by sharing experiences and create their own career plan, one that they will apply in the years to come.

Format



Eight half-day face-to-face peer coaching sessions (one per month): sharing experiences, brainstorming, individual and group leadership development exercises.



10 women from different organisations, with a similar level of responsibility.



3 years' follow-up: 2 sessions per year (in June and December). Participants discuss how they put their career plans into practice and work together on overcoming the obstacles

Why it works



Recognise and work on the habits that hold women leaders back.



Learn techniques to advance on the career path to share with colleagues and create positive change in the work environment.



Every participant will create her individual career plan that she will put into practice in the following years.

For more information

 gabriela.nguyen-groza@amrop.lu

 +352 661 58 85 58

February 2023

Module 1

Dare to Succeed!

Professional women need to understand that they have power over their careers. They must become proactive and 'activate' that power to reach their full potential by making smart and conscious choices. They need to put in place a career plan and execute it.

March 2023

Module 2

Be Aware

Women need to be aware of what is needed to be successful at their respective levels in their organisation and of the specific behaviors or strategies that may help or prevent them from reaching their professional goals.

April 2023

Module 3

Make Your Own Choices

The messages we receive from others have a powerful impact on how we see ourselves and where we put our own limits. We cannot choose what people say to us. We can choose what we say to ourselves and to what extent we let others influence our beliefs about ourselves.

May 2023

Module 4

Proactive Development

Professionals need to think strategically about their own development, rather than rely on their organisation. They need to embrace a growth mindset ('everyone can learn to reach their full potential') and be proactive about their professional development.

June 2023

Module 5

Visible Contribution

Women can increase their contribution to the organisation by identifying and overcoming barriers that prevent them from contributing more and by finding strategies to help them have a more visible impact. Visible contribution to the organisation is paramount for one's career.

September 2023

Module 6

Relationships Matter

Building relationships is a learnable skill that can help us develop and advance in our career. We need to authentically get to know people and create mutually rewarding relationships that can have a positive impact on our personal and professional life.

October 2023

Module 7

The Impact of Influence

The ability to influence others becomes increasingly relevant as we progress in our career. We need to realise that we are able to reconcile our personal values (humility, for example) with promoting ourselves and our individual brands.

November 2023

Module 8

The Future of Your Career Starts Now!

This is the first day of the future of your career! It's time to unlock the power of taking in hand your own career and to strive to reach your full potential. A career by default is no longer an option now you have created your own career plan. It's time to dare to succeed!



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Testimonials

“ INTIMATE, EFFICIENT AND DIFFERENT

Biggest learning: women face exactly the same challenges, concerns, etc. regardless of the industry and company they are in. It is about professional women and their ability to evolve in a business world designed mostly by men.

This program definitely impacted me. It made me think differently, to understand that the challenges I am facing are not unique or proper to me and that there are ways to address certain issues.

It is different from any other training, due to the intimacy level that the small group creates. It quickly removes barriers and helps to be very quickly efficient in tackling important matters.”

Sandra Le Petit
Director Pricing & Profitability EMEA,
APAC GUARDIAN INDUSTRIES

“ AN ACCELERATOR

I sponsored my colleague Sandra to attend the program and I do see a big change: her participation in discussions, speaking up, openly challenging and trying to work towards a better outcome.

I believe the program can really help to accelerate someone's career and business impact. The key to success is the dedication, willingness and openness to transform yourself as a leader.

Companies are much better off with diverse leadership. I do see those female leaders many times struggle and the way this program was designed really can help there.”

Guus Boekhoudt
Executive VP EMEA &
APAC GUARDIAN
INDUSTRIES

“ DEEPLY THOUGHT-PROVOKING AND IMPACTFUL

This program had a real impact on my professional life. The sessions have been extremely thought-provoking. They delve right into your character, your strengths and weaknesses and push you to think boldly, challenge yourself, explore different opportunities. It has been empowering and made me more perceptive of my behaviors and of the actions I need to take.

It has been excellent for me to understand who I am, what I want, what's holding me back, and how I can unlock some of those barriers. It has encouraged me to embrace my unique set of strengths and build a plan to move forward. The female community has been supportive, encouraging, and refreshing.

The sessions are very well structured and designed with a clear outcome in mind. It is all diarised from the initial kick-off. The steps to take and course agendas are well thought through and there is a flexibility to the program that allows for peer participation, feedback, and encouragement across the group.

The moderator of the program has been wonderful, leaning into each individual, understanding them, and being fully supportive. I would thoroughly recommend it.”

Sara Philo
Head of SCM Strategy & Europe
Cluster VODAFONE PROCUREMENT
COMPANY



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