



## “Enabling Success”

a module in our

### Women Into Leadership Series

#### 1 Day Workshop & ½ day Review Session

##### Objectives & Target Audience

The workshop and review provides a forum to allow women to

- explore key enablers for success
- explore barriers to success
- learn what works to nurture success and overcome barriers
- identify their strengths & areas for development
- develop action plans to ensure that their talents are fully utilised and to reach their full potential.
- review progress against action plan at a follow-up session

##### Format

The programme comprises a 1 day workshop and a ½ day follow-up review session. Participants will have the option additional group or individual coaching sessions to support them in delivering on their action plans.

##### Workshop Learning Outcome

By the end of this workshop, participants will be able to

- recognise some key enablers for success
- recognise some barriers to success
- identify what works to nurture success and overcome barriers
- recognise some of their own strengths and areas for development
- review an action plan to move them closer to realising their full potential in the workplace

#### TESTIMONIALS

*“...engaging, thought provoking and has stayed with me since. It left participants in no doubt as to the urgency and importance of promoting women into leadership. I have dipped in and out of the references provided a number of times since taking the course. Overall, a day well spent !”*

**Noreen Gumbo, Programme Leader – HIV & Gender Equality – Trocaire**

*“...an extremely informative and valuable day. There are still inherent behaviours and choices made by both men and women that can limit a woman's career path. As somebody in a leadership position, the Double X workshop highlighted some positive changes I could make to my own behaviour and also to reassess how to facilitate more women into leadership positions. “*

**Joanne Horgan – Director - Vizor Ltd**

*“..my expectations were exceeded as the workshop was absolutely brilliant....I've developed an action plan to realise my full potential and I am astounded how my confidence level has grown since taking part in the course.....*

**Sonja Ferguson – Marketing Manager – Festo Ltd**

*“Mary employed a very inclusive approach, appealing to many different styles of learning or discussing. She covered a lot of ground in a calm, safe but thought-provoking & challenging environment and engaged the audience throughout, using different techniques.*

*I recommend this workshop as it's a very positive 360 approach to the subject and offers many levels and approaches to solutions.”*

**Sarah Romoli - Business Engagement Manager Western Europe – Microsoft**

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## TESTIMONIALS

*"I was delighted to have the opportunity to participate in the Double X workshop. It was an extremely informative and valuable day. The structure and Mary's style of facilitation allowed everyone to learn key facts about gender equality in the workplace while also providing some building blocks to apply in our own careers. Although the participants were from different backgrounds and working in different industries, it was surprising how many common themes and shared experiences surfaced. There are still inherent behaviours and choices made by both men and women that can limit a woman's career path. As somebody in a leadership position, the Double X workshop highlighted some positive changes I could make to my own behaviour and also to reassess how to facilitate more women into leadership positions."*

**Joanne Horgan – Director – Vizor Ltd**

*"Just a few lines to say how much I enjoyed the DoubleX workshop. I found it extremely interesting and motivational and your approach was fun and professional. I have already put some of the advice to good use. It's definitely something I would recommend all women and businesses pay attention to, not only for the personal benefits it gives to me as a woman in business, but also this training and information could really help companies add value by using their most valuable assets "people" in a way that gets the best results all round. Excellent"*

**Kelly McAtarsney – Director – Protec Machinery Ltd**

## What we'll cover

The "Enabling Success" module gives women the space to reflect on some of the factors that influence and nurture **success**.

We will look at key **enablers** such as emotional intelligence, minding your energy and cultivating external supports. We will also identify some of the **barriers** that can get in the way, such as unconscious bias, limiting beliefs and undermining personal power.

Participants will have the opportunity to **share their experiences**, explore **what works** to cultivate those enablers and overcome barriers and **reflect** on their own strengths and areas for development. Previous participants have reported experiencing **light bulb moments** during exercises and subsequent discussions.

The **action plan** developed at the end of the first day is then revisited for **review** at a ½ day workshop several weeks later. The facilitator will develop on some of the particular issues that came up for people in the first session. Participants will also have the opportunity to share **insights, experiences and progress** made since the first day.

### About "Growth Potential"

**Growth Potential** is committed to helping people and organisations to grow and reach their full potential through business and executive coaching and mentoring.

### About "Double X"

Double X is a series of programmes promoting Inclusion & Diversity in the workplace as a Business Opportunity. Our mission is:

- To **incentivise** and **empower** decision makers to achieve **greater diversity** and the associated **benefits** in their organisations
- To **empower** people to reach their **full potential** in the workplace.

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