



The
WISDOM
SCHOOL
WISE WOMEN LEAD

Wise Women Leaders Peer Development

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LEAD

Unlocking authentic leadership potential for a more diverse, inclusive, and successful future.

Deepening awareness, inspiring action.

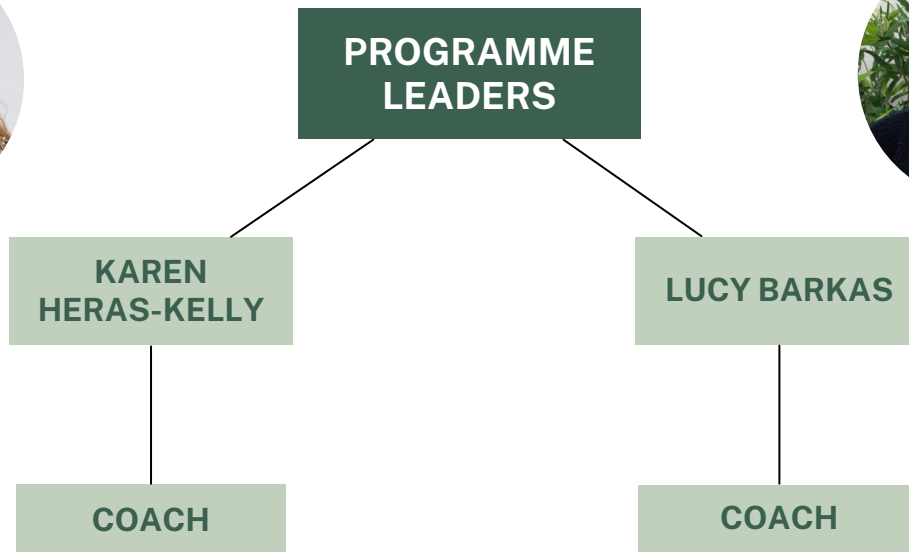
Recover and discover your wisdom to claim your place and thrive.

How: Empowering women through impactful, purpose driven initiatives and tools.



The Team

Who we are



- Leadership Coach
- Wellbeing Coach
- Empowerment Coach

- Lifestage Coach - menopause
- Podcast Host
- Voice of women consultant

- Leadership Coach
- Team Coach
- Relationship Systems Coach

- Author
- Podcast Host
- BBC Contributor

Karen and Lucy founded the Wisdom School to offer a transformative solution. We equip women leaders with the tools, confidence, and wisdom to thrive while staying true to their authentic leadership style. Providing calm, empathetic support to help women express themselves and reach their highest potential.

The Business Case

Peer Development



The problem we see

Lucy and Karen have both been working as coaches, leadership consultants, and systems workers for over 12 years. In that time, they realised that women develop in a different way to men, and come to development for different reasons. That is why they wanted to look at The Leadership Gender Gap differently.

Despite decades of progress, women remain significantly underrepresented in senior leadership roles. In many organisations, women occupy less than 22% of these positions.

We want to create an environment that helps women develop in leadership in a way that feels good. Where women feel valued, purposeful and powerful.

It's good business sense

- Balanced teams improve employee retention, with an average employee retention rate that was 8 percentage points higher than other entities.
- Gender-balanced management report an employee engagement rate 14 percentage points higher than other entities.
- Gender-balanced entities had an average client retention rate that was 9 percentage points higher than other entities.
- Operating margins were 8 percentage points higher among more gender-balanced teams than other teams.

Introducing

The Peer Leadership Development Programme

A transformative programme designed for women in leadership.

Benefits of Peer Development Circles for Women:

- **Skill Enhancement:** Women can develop crucial leadership skills such as effective communication, emotional intelligence, and strategic thinking.
- **Networking Opportunities:** Peer circles create a space to connect with like-minded individuals, sharing, mentoring and collaboration.
- **Confidence Building:** Sharing experiences and receiving constructive feedback helps women trust their abilities and overcome self-doubt.
- **Support System:** These circles offer a safe space to discuss challenges, seek advice, and celebrate achievements.
- **Inclusive Growth:** Diverse perspectives encourage innovation and inclusivity.

Development Priorities for Women:

- **Effective Communication:** Mastering clarity, empathy, and feedback.
- **Emotional Intelligence:** Building self-awareness, empathy, and social skills.
- **Strategic Thinking:** Setting clear goals and adapting to challenges.
- **Confidence and Resilience:** Overcoming barriers and embracing risk-taking.
- **Mentorship and Collaboration:** Building trust and fostering teamwork.
- **Addressing bias, conditioning, and working with life cycles** rather than denying them or pushing through.
- **Empowerment:** Growing inner power, embracing the inner leader and finding your voice.



The Structure



8 sessions per year

A cohort meets online, aligns, and builds relationship - a safe space where they can take off the masks and show up authentically. They support each other, share, and grow together with the guidance of 2 experienced coaches, specialising in authentic, feminine leadership. One 121 coaching session, private WhatsApp group.

Topics:

1. Whole leadership. Identify your skills, strengths, values, and brilliance, your essence, and how to use these confidently.
2. Impact. Learn to show up confidently, with wisdom, discernment, presence, and make an impact.
3. Support. Women are better in community and in connection. When we prioritise relational power, we lead teams that are connected, creative, and willingly collaborate.
4. Discernment. Learn how to lead boldly. To lead in times of conflict, chaos, or crisis with calmness and clarity. Making wise decisions, grounded in wisdom. We need leaders who can see the bigger picture, rather than reacting by lighting more fires. Learn to say NO, pause, reflect, and then give wise direction.
5. Openness: Learn to lead with trust, openness, and transparency to bring people with you.
6. Mentorship: A solid group of peers who share advice, hold space, and champion you to be the best version of yourself, and to be brave.



The investment

8 Sessions to unlock women's leadership gifts.

The programme

8 X 2 hour sessions via video conference, or a hybrid approach.

One 121 coaching session.

Private WhatsApp group to share, championing, celebrate and connect.

| | ONLINE | FACE TO FACE |
|----------------|--------|--------------|
| MAXIMUM COHORT | 12 | 8 |
| COST | £1500 | £3000 |





The process

Onboarding

We invite each member to join a conversation to identify their development priorities, and current role, and where they want to be, and who they want to become. After committing to joining, we share a welcome pack and journal, with some onboarding questions and ongoing exercises and tools. We issue calendar invites for all gatherings, and then the development begins, where we dive into topics that blend theory, reflection, experiential learning, and action.

Some changes may happen fast, others over the programme. We begin with a welcome session, to create safety, nurture relationships, and set us all up for the journey ahead. We end with a completion session where we celebrate development and growth.



Onboarding

Onboarding conversations and commitment.

8 sessions

Co-led by 2 experienced coaches

Complete

Celebrate success, growth, and reassess.

Contact us for further inquiries

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