

Winner of the prestigious
Diversity, Equity, and
Inclusion Initiative of the
Year Award at The
International Accountancy
Forum & Awards 2023.



The Advance Programme

for

**ASPIRING
WOMEN LEADERS**

Gro:
thegrogroup.com

AMBITION
DECISION
VALUES
ACTION
NOURISHMENT
CONFIDENCE
ENERGY

"Incredible programme for women looking to progress professionally. A wonderful opportunity for networking and upskilling the resources in your firm to benefit from their full potential."

Director, Top 10 Global Accounting Network



The Advance Story

We developed the Advance programme in response to feedback from clients and individuals who shared with us the challenges they faced in recruiting and retaining female staff at senior levels. Many businesses face a common issue where women frequently do not put themselves forward for promotions or lack the confidence to showcase their skills and pursue top-level positions.

So, WE DESIGNED A TRANSFORMATIVE PROGRAMME for like-minded women to address these challenges, build their confidence, and learn to leverage their strengths to seize opportunities for professional advancement.

Testimonials

Delegate on: Bronze Essential Programme

“The Bronze: Essentials programme has opened my eyes to who I am and who I can be in my workplace and in my life in general as a woman leader. It's inspiring, it allowed me to connect with my 'Why' and made me more self-aware. I believe this programme will benefit those who are aspiring to leadership and those who are natural leaders in their own right.”

Delegate on: Silver Progression Programme

“I would recommend the Silver (Progression) Programme for women who are moving into or are in management roles. This course has helped me find my footing as a new manager and evaluate what I want my leadership style to be. As a new manager I found this course very validating, a lot of my fears and insecurities are what other people on the group felt. This course helped us work on them together and build strong leadership skills.”

Delegate on:

Gold Progression Programme

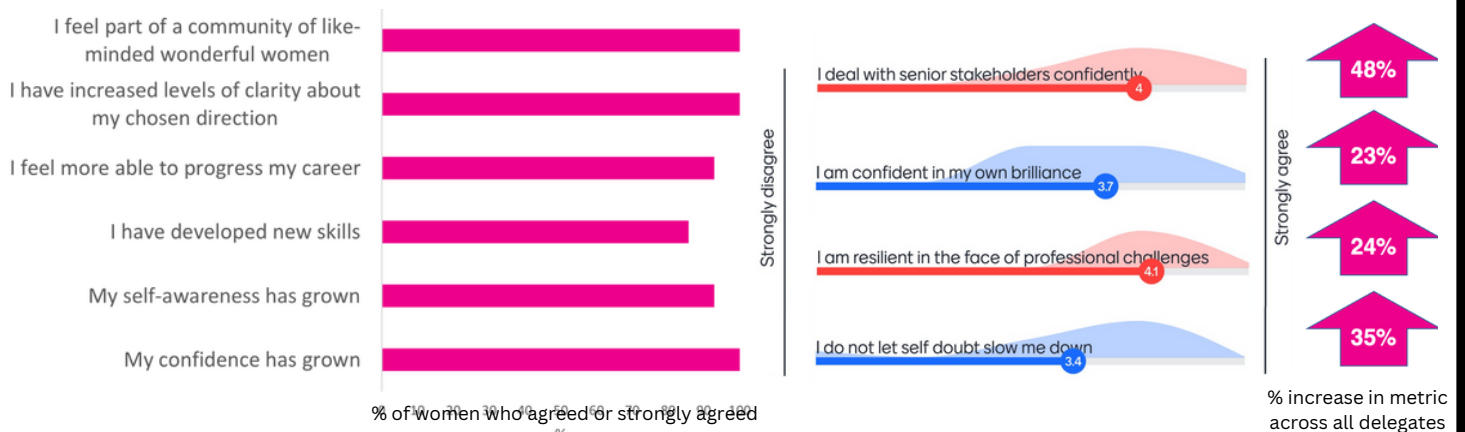
“I feel this program would be fantastic for anyone who wants to grow in their role as a leader or even add more balance in their personal life. It was exactly what I needed to reconnect with myself, my values, my self-sense of peace and relaxation. It allowed me to get in touch with a version of myself that I loved and tap into some of her skills and values to really advance and empower her to shine in my life again both personally and professionally.”

The Advance Purpose

We aim to help women gain the confidence, self-awareness, and skills necessary to succeed in their chosen careers, and we strive to achieve this by providing greater clarity, joy, and fulfilment. Our programme creates a community of exceptional, like-minded women who support each other, and we know this approach really works.

The table below sets out the improvement in responses we recorded in our first global cohort highlighting impacts that improve client service, team work and communication.

EXTRAORDINARY IMPROVEMENTS ACROSS KEY METRICS



Stretch...Nurture... Challenge...Support

Our global network of expert 'Advance' coaches offers women the opportunity to come together and receive support. The coaches provide a balanced approach of stretching, nurturing, challenging, and supporting each woman to ensure that they reach their full potential through the Advance programme.



100% of participants experienced a growth in confidence, greater clarity and felt part of a supportive community.

One cohort had a 48% increase in their confidence dealing with senior stakeholders.

"A great programme. Undoubtedly you get out what you put in..."

Our programmes are diverse, and participants from various organisations take advantage of the shared challenges women face around the world in achieving senior positions in organisations like yours.

We also offer programmes at a discount when organisations wish to train their own staff in an exclusive environment.

Our Advance Coaches

The Advance programme combines up to 48 online modules of insightful, motivational ideas and inspiration, with regular live sessions from our team of professional coaches. Our global network directly supports everyone as they progress through the programme starting with a 1:1 call, and followed by a series of coaching sessions increasing in intensity from Bronze to Gold.



KIELAN TAYLER

A change specialist and executive coach, our Advance Programme Lead, begins with Your brilliance.



LESLEY SPENCER

A C-Suite role model, as FD, COO, and strategy head, she embodies Executive Presence.



AUDREY PANTELIS

A transformative coach, focused on Resilient Leadership. Helps you through tough challenges.



ANJANI GANDHI

Keynote speaker and HR leader. Enables positive Inner Strategies and demonstrates how to handle Saboteurs.



HELEN TUDDENHAM

Coach with 25 years in the Big 4, Helen provides the External Strategies you need.



STEPHANIE HARVIE

An experienced empathic executive coach, Steph provides tools that build your Resilience.

Your Advance Options

There are three Advance Programme streams with increasing content but also greater connection with faculty, as each is designed for staff at different stages of their career so there is an appropriate solution for all women in your organisation.

- **Bronze Essential:** A self led, online solution that is available to everyone.
- **Silver Progression:** A structured 12 week programme of peer group learning
- **Gold Succession:** An intimate 1:1 journey with a dedicated coach who supports the individual through every module with a 'pod' of just 6 people to share experiences.

A total of 43 online modules over 12 hours that builds confidence and self-belief.

BRONZE: ESSENTIAL

- Self-led video: access at your own pace
- 12 weeks of access to 3 key topics
- Final module to Consolidate, Celebrate and Continue (3Cs) the journey
- You get 24 modules, 5 hrs of material
- A great way to build confidence and overcome your imposter syndrome
- Incredibly good value with access to video resources created by our international faculty for three months

SILVER: PROGRESSION

- A structured programme over 12 weeks with weekly faculty led discussion groups with your peers
- Access 5 key topics plus a final 90 minute session on the 3Cs
- You get 33 modules, over 7.5 hrs
- Includes a 90min launch session, 10 weekly sessions of 60 mins and the final 90-min 3Cs module to help you with your next steps
- Over 12 hours of peer support and access to the material for 6 months

GOLD: SUCCESSION

- A shared adventure of personal growth over 6 months with support at every stage
- Intensive weekly sessions with a small group of 6 peers and your own 'pod' coach
- Begins with a 30 minute 1:1 coaching call to plan your personal objectives
- A 1.5 hour kick-off session, 7 fortnightly sessions of 90 minutes each and a final 1.5 session to Consolidate, Celebrate and Continue
- All eight topics: 43 modules, 10.5 hours of content designed by women for women
- 20 weeks of Group Coaching every fortnight - 'deep-dive' into what matters to you
- Over 14 hours of direct support and access to all the material for 12 months

Your Advance Journey

Basecamp

- Confidence: how to build it
- Unconscious bias: how to beat it
- Challenges and coping strategies
- Starting blocks: create your baseline and a plan to advance

The Three Cs

- Consolidate
- Continue
- Celebrate
- Pay it forward

Your Brilliance

- Programme introduction
- Your values
- Your strengths
- Your future self
- Ambitious goals

Inner Strategies

- Imposter Syndrome: how to overcome it
- Increase your positivity quotient!
- Neuroscience nuggets to help you grow
- Inner strength plan

BRONZE

- SELF-LED: learn at your own pace
- 24 modules in over 5 hours of great content across 4 key topics



Resilience

- The resilience equaliser - Metaphor and Analogy
- Framing through Social, Physical, Emotional and Cognitive lenses
- An invitation to take different action, however small

Outer Strategies

- Your personal brand
- Understand how to leverage your personal brand
- Influencing for visibility and impact
- Support and strengthening networks

SILVER

- Facilitated peer group discussions with one of our faculty over 12 weeks
- 6 month access to video resources



The Three Cs

- Consolidate
- Continue
- Celebrate
- Pay it forward

Saboteur Handing

- What saboteurs do
- People as saboteurs
- Recognising Saboteurs
- Saboteur to Sage

Executive Presence

- What is Executive Presence?
- Five Superpowers
- You're in the room - what now?
- Taking to the stage

GOLD

- A personal journey, with 1:1 coaching
- Small group coaching every 2 weeks
- 12 month access to video resources



The Three Cs

- Consolidate
- Continue
- Celebrate
- Pay it forward

Why Advance Is Different

For the last 20 years, theGrogrouop has been delivering exceptional leadership and management development programmes to individuals of all genders. Our strong brand presence in the professional services sector is a testament to our clear and effective processes and an exceptionally talented team.

Despite this, we and our team of experts noticed a recurring conversation with our clients about the unique challenges that affect women. As a result, we assembled our global team to design Advance: for Aspiring Women Leaders, a programme that enables and empowers women to examine, challenge, and overcome self-limiting beliefs that often hinder their pursuit of leadership roles.

Advance is unlike anything your people will have experienced...

FUTURE SELF

We dream, inspire, and create a picture of who we want to become

STORYTELLING

We explore the power of metaphor and analogy in framing experience

ME AND MY BRAND

We think about how we are perceived and how we'd like that to change

NEUROSCIENCE

We deal with unconscious bias by learning about ourselves and others

PROVE IT AGAIN

We explore patterns of bias, use this knowledge to achieve our potential

BEING V DOING

We explore the power of reflection and 'being' to aid our resilience

Enhance your firm's Employer Value Proposition and drive engagement by supporting your Aspiring Women Leaders to seek out opportunity and grow in confidence and abilities. We would be delighted to discuss any of your questions and options to:

- Run this exclusively for your organisation collectively, by country, office or teams.
- Use it as a 'wrapper' for 1:1 coaching for senior female team members.
- Ask about discounts available for larger groups.

We would love to hear your firm's story...

GET IN
TOUCH



BOOK A 15 MINUTE
CONVERSATION

Gro:
thegrogrouop.com