Hello Future Women Leaders
A programme for aspiring women graduate managers and leaders.

Context
The question of how to encourage more women to take up management and leadership positions is one that concerns many stakeholders including universities, employers, the government, and professional bodies.

The Chartered Management Institute estimate that the UK economy needs 2 million new management roles to achieve predicted growth by 2020 and states that to achieve a 50/50 split of management jobs between men and women, 1.5 million new female managers will be needed over this period.

The issue of gender equality relating to salary is also frequently debated and the Department for Education (DfE) latest findings on the employment and earnings of graduates highlight a worrying trend of lower salary attainment for females at one year after graduation with this gap increasing at three, five and ten years post-graduation.

Proposal
Lancaster University is ranked in the top 10 in three major UK league tables in 2018 (6th The Times, 9th The Guardian, and 9th The Complete University Guide). Situated in the North West of England, females represent 50% of the overall cohort, and 90% of Lancaster’s UK students are from state schools, and a high proportion from Northern England.

Lancaster University proposes a targeted programme aimed at raising the aspirations of female students to consider management and ultimately leadership positions as a viable career goal.
Themes
The programme will help students to increase their awareness, aspirations and confidence of management and leadership through an understanding of the following three themes:

**Knowing Yourself**
- Personality profiling & understanding leadership styles
- Increasing personal presence and confidence in networking
- Values and aspirations as a leader
- Resilience and wellbeing

**Understanding Leadership**
- Women in leadership in the 21st century
- How are women leaders different? The new landscape of leadership
- Navigating in a male dominated environment

**Opportunity and Career Progression**
- Understanding organisations and their leadership needs
- Career journeys of successful women leaders
- Identifying and overcoming barriers and obstacles
- Building networks
- Career planning

**Be involved**
If you are interested in taking part in any of the following activities or can suggest alternative ideas, please contact:

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- Mentor students
- Offer work experience
- Opportunities to shadow a female leader
- Provide inspirational speakers
- Host a dinner
- Attend a networking event

**Future Talent**
Find out about the variety of additional ways you can engage with our talented and highly employable students by visiting our website and downloading our Employer Guide:

lancaster.ac.uk/future-talent