

Peer Group Coaching Inspiring Women Leaders

Assess your own EQ style and develop the technical, emotional and social skills that drive effective leadership. You will leave the programme with more courage and resilience and able to bring your unique style to your life as a leader. The group's exponential growth and psychological safety are our overriding objectives.



“Find a group of people who challenge and inspire you, spend a lot of time with them, and it will change your life.”

Amy Poehler



Programme overview

“Inspiring Women Leaders” is an ‘open’ programme, where you will be working closely with other senior women, strong contributors in their role, sharing similar challenges and experiences. You will develop the EQ competencies most relevant to you and explore what leadership means to you and your role.

Key elements of the programme

1. **8 sessions** including: 1 x 60min individual coaching session delivered virtually or in person and 7 x 90min group coaching sessions delivered virtually.
2. An **EQ ECR** psychometric report, highlighting your leadership strengths and areas of development.
3. Each session will be focused on a specific **leadership challenge**, as detailed next.
4. You will receive **coaching**, as well as **feedback and insights** from the group and the coach.
5. Sessions are **recorded** and can be viewed later, if you missed a session.
6. **Access to the coach** and additional material, throughout the programme.
7. **Confidentiality, regular feedback and accountability** are key features of this programme.

Summary of the leadership challenges covered during the 7 group sessions

1. **What skills do you need to lead?** Tallying ‘you as a leader’ with ‘you as you’.
2. **How do you manage your team?** Navigating ‘pinch points’ and giving and asking for feedback.
3. **How do you manage your peers in a male dominated environment?** Having straightforward and critical conversations.
4. **How do you navigate the political landscape?** Building and leveraging relationships.
5. **How do you get a seat at the next level table?** Claiming your own achievements and enrolling allies.
6. **How do you do it all?** Re-balancing and trading off life and career commitments.
7. **How do you leverage your authentic leadership style?** Creating and sustaining momentum.

Who is it for?

Senior professional women, **new leaders or aspiring leaders**, looking to define their authentic leadership style and challenge and support each other on their leadership journey.

A maximum of 8 participants, working in **fast moving, intense and pressured environments**.

Dates

- **Sept 2020 – Feb 2021**
- The EQ ECR questionnaire must be completed by the participants before the start of the programme.
- 7 x 90min sessions on Zoom, every 3 weeks starting on Monday 21st September 2020, at 4.30pm-6pm GMT.
- 1x 60min individual session will be scheduled at a convenient time for each participant.

Fees

£2,495 + VAT, payable at the beginning of the programme

Coaching and Facilitation

The Peer Group Coaching programmes are facilitated by Alina with Carmen and/or Tatiana.



Alina Addison

Alina is the Founder of Adaptaa. She is an EQ accredited Executive coach with extensive business skills and leadership experience. She worked for 15+ years as an investment banker with Rothschild, latterly as a Managing Director. She is a qualified chartered accountant, having worked with PwC.

Alina's approach is anchored in Emotional Intelligence and Positive Psychology.

In her spare time, Alina is a board advisor and fund raiser for her 3 chosen charities: Humanitas, Autistica and Hospices for Hope.



Carmen Balacianu

Carmen is an accredited Executive coach, with 15+ years of international experience in leadership positions in Pharma, Banking, and High Tech. Latterly, she worked for Roche, as global Senior VP of Marketing, reporting to the CEO of Diagnostics.

Carmen holds a BA degree in Global Business and Finance from the University of Portland, in the US, and an MBA from IESE Business School of Barcelona, Spain.

Carmen is working with leaders who seek to reach their potential, while maintaining a sense of balance at home and at work.



Tatiana Poliakova

Tatiana is an accredited Executive coach, with extensive international leadership experience. She worked for 15+ years as an Investment Banker and Management Consultant with BNP, JPMorgan, Booz Allen & Hamilton, Dresdner in NYC, London and Frankfurt. She left the City, whilst a Managing Director at Nomura.

Tatiana's approach is anchored in Compassionate Leadership practice and leading from inside out.

Tatiana is a Trustee on the SmileTrain UK board, a charity putting smiles on children's faces with cleft palate around the world.



Testimonials

"Thank you for showing me how many steps of courage create huge leaps forward. You've provided a sense of fearless determination and I'm enjoying how that feels and the outcomes that follow." Julie, Global Asset Manager

"Alina challenges you to problem solve, gives you tools to refer back to and always helps you to see a different perspective. I am extremely grateful to have had the opportunity to work with Alina and recommend her programmes to anyone looking to become even more courageous in their personal and professional lives." Kathryn, Financial Services Company

"Alina had a positive impact on my leadership skills. She helped me understand myself better and find the courage I needed to pursue my goals. She was great at pushing me out of my comfort zone and I could really see the results after the first couple of sessions. After each session, I felt very energetic and ready to embrace any challenge coming my way. Ioana, Investment Bank

"I recommend this coaching experience to everyone! You may not find the magic solution you are hoping for, but for sure you will find more questions, insights and tools that will help you in more ways than expected. Very helpful!" Cristina, Private Equity Firm

"Loved all the sessions from start to finish." Lorna, Interior Design Boutique

