



Mindfulness for Women in Executive Leadership

Women in Leadership: Influence, Authority & Performance Under Pressure

Strengthening influence, decision authority and performance stability for women operating in high-pressure leadership roles.

Uncertainty is the new normal



STATISTICS

Women represent 48% of entry-level employees, but only 28% of senior vice presidents and 26% of C-suite leaders. The drop-off accelerates after middle management (Catalyst, 2023).



KEY FINDINGS

Women represent 48% of entry-level employees, but only 28% of senior vice presidents and 26% of C-suite leaders. The drop-off accelerates after middle management (Catalyst, 2023).



TRENDS

- **Glass Ceiling:** the invisible barrier that prevents women (and other marginalised groups) from rising beyond middle management into top executive roles, regardless of qualifications or performance. It's "unseen" but systematically keeps advancement out of reach.
- **Broken Rung:** the earliest barrier in the leadership pipeline. Women are promoted to manager positions at significantly lower rates than men. This creates a bottleneck; if fewer women make it into early leadership, fewer reach senior levels.
- **Glass Cliff:** when women do break through, they're more likely to be placed in precarious leadership positions (e.g., crisis roles with higher risk of failure). Success is harder, and turnover is higher.
- **Sticky Floor:** the subtle biases and Organisational norms that keep women in lower-level, support, or administrative roles, limiting progression from the bottom up.

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Women in Leadership: Influence, Authority & Performance Under Pressure

DESCRIPTION

This Henley Business School accredited programme is designed for women in leadership roles navigating high-pressure environments and complex Organisational dynamics. It focuses on strengthening decision-making, influence and leadership presence while managing visibility, expectations and performance demands. Participants apply practical tools to lead effectively, maintain authority and sustain performance over time.

TARGET AUDIENCE

Women in senior or emerging leadership roles responsible for driving results, influencing stakeholders and operating in high-visibility, high-pressure environments.

WHAT YOU WILL LEARN

- ✓ Cultivate authentic authority rooted in confidence and clarity.
- ✓ Strengthen presence and composure in high-stakes situations.
- ✓ Develop strategies for setting and maintaining professional boundaries.
- ✓ Reframe leadership narratives to overcome visibility pressure.
- ✓ Lead with compassion while sustaining influence and impact.
- ✓ Build supportive peer networks through mentor and reflection circles.

How Do We Do It – The Course Journey

Day 1: LEADING SELF

Segment 1: Understanding Your Leadership Identity

- Authentic Leadership
- Leadership Strengths
- Self-Awareness
- Personal Leadership Style

Segment 2: Executive Presence & Visibility

- Executive Presence
- Credibility & Influence
- Communicating with Confidence
- Personal Impact

Segment 3: Emotional Agility & Confidence

- Emotional Intelligence
- Managing Self-Doubt
- Confidence Under Pressure
- Resilient Mindsets

Featured Activities

- Leadership Profile Assessment
- Executive Presence Exercise
- Reflection & Journaling

Day 2: FINDING YOUR VOICE

Segment 1: Speaking with Confidence

- Executive Communication
- Speaking with Authority
- Influencing Through Storytelling
- Communicating with Impact

Segment 2: Courageous Conversations

Difficult Conversations
Giving & Receiving Feedback
Managing Pushback
Constructive Challenge

Segment 3: Negotiation & Self-Advocacy

Negotiation Skills
Self-Advocacy
Asking for What You Need
Influencing Outcomes

Featured Activities

- Executive Communication Practice
- Negotiation Simulation
- Leadership Dialogue Exercises

Day 3 : LEADING THROUGH INFLUENCE

Segment 1: Strategic Influence

- Influencing Without Authority
- Stakeholder Management
- Building Alliances
- Organisational Navigation

Segment 2: Trust & Psychological Safety

- Building Trust
- Creating Psychological Safety
- Inclusive Leadership
- Team Engagement

Segment 3: Leading Teams with Confidence

- Delegation & Empowerment
- Coaching Conversations
- Leading Diverse Teams
- Building High-Performing Teams
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Featured Activities

- Stakeholder Mapping
- Trust Diagnostics
- Team Leadership Simulation

Day 4: RESILIENCE & SUSTAINABLE SUCCESS

Segment 1: Managing Energy & Boundaries

- Sustainable Performance
- Energy Management
- Setting Healthy Boundaries
- Managing Competing Priorities

Segment 2: Mindfulness & Emotional Resilience

- Stress Management
- Emotional Agility
- Recovery & Renewal
- Maintaining Wellbeing

Segment 3: Balance, Growth & Fulfilment

- Work-Life Integration
- Personal Wellbeing
- Growth Mindset
- Long-Term Sustainability

Featured Activities

- Energy Audit
- Boundary Mapping
- Personal Resilience Plan

Day 5: LEADING BOLDLY

Segment 1: Strategic Leadership

- Strategic Thinking
- Future-Focused Leadership
- Innovation & Change
- Leading Through Uncertainty

Segment 2: Purpose, Values & Leadership Legacy

- Values-Based Leadership
- Purpose & Meaning
- Authentic Influence
- Leadership Legacy

Segment 3: Women Shaping the Future

- Sponsorship & Mentorship
- Developing Future Leaders
- Expanding Leadership Impact
- Personal Leadership Vision

Featured Activities

- Values Assessment
- Leadership Manifesto
- Leadership Vision & Action Plan

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LOCATION

This programme will take place the Henley Business School's Greenlands Campus at the UK.

- **Face – to –Face**
- Henley Greenlands campus, UK





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