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Mindfulness for Women in Executive Leadership

Run jointly by the TTM Organisational Mindfulness Institute and Henley Business School

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Women in Leadership: Influence, Authority & Performance Under Pressure

Strengthening influence, decision authority and performance stability for women operating in high-pressure leadership roles. A groundbreaking programme run jointly by the **TTM Organisational Mindfulness Institute** and **Henley Business School.**

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.
- **The Synergy Solution:** Overcoming deep-seated pipeline bottlenecks requires a dual approach. This cohort addresses systemic barriers by blending advanced cognitive neuroscience with high-level organizational energy frameworks to ensure sustainable, long-term C-suite success.

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Women in Leadership: Influence, Authority & Performance Under Pressure

DESCRIPTION

This intensive programme is **run jointly** by the **TTM Organisational Mindfulness Institute and Henley Business School**. Designed for women in leadership roles, this curriculum is delivered jointly by Henley Business School Professors and expert TTM Facilitators, allowing participants to apply practical tools to lead effectively.

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

By combining the world-class strategic leadership research of Henley Business School with the hands-on executive frameworks of the TTM Organisational Mindfulness Institute, this course provides a scientifically grounded, pragmatically tested blueprint for executive advancement.

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

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How Do We Do It – The Course Journey

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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

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.



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Jean-Luc Kastner
TTM Associates



Dr. Rawan Hassan
TTM Associates



Dr Caroline Rook
Henley Business School



Thomas Stoeckel
TTM Associates

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Jean-Luc Kastner

Senior Consultant, Executive Coach &
Senior OMI Facilitator,
TTM Associates

Jean-Luc Kastner is a strategic management consultant, accredited executive coach, and senior facilitator for the TTM Organisational Mindfulness Institute (OMI). His core focus is One-to-One Executive Enablement, Strategic Presence & Boundary Management.

Holding an engineering PhD, he expertly fuses structural analytical logic with human-centric leadership development. Jean-Luc brings over 30 years of real-world corporate experience and advanced industrial research with the Herrmann Institute, having built a specialized global network of consultants dedicated to executive enablement and workplace well-being across the EMEA and Middle East regions.

In the Mindfulness for Women in Executive Leadership programme, run jointly with Henley Business School, Jean-Luc applies his rich coaching background to help senior and emerging female leaders command executive presence with unwavering confidence.

At the Henley Greenlands campus, he facilitates high-impact peer reflection circles and targeted coaching segments that teach female leaders how to protect their cognitive bandwidth, establish sustainable professional boundaries, and drive corporate transformations with absolute strategic clarity.

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Dr. Rawan Hassan

Organisational Psychologist, Culture Consultant & Senior OMI Facilitator, TTM Associates

Dr. Rawan Hassan is an accomplished organisational psychologist, culture consultant, and senior executive facilitator for the TTM Organisational Mindfulness Institute (OMI). With over a decade of international experience transforming workplaces across the UK, Middle East, and Africa, she specializes in bridging behavioral neuroscience with sustainable leadership strategy to help senior and emerging female leaders dismantle systemic workplace barriers like the glass ceiling and glass cliff.

Dr. Hassan's extensive career includes leading high-impact wellness, systemic resilience, and inclusion initiatives for prestigious global institutions, including the National Health Service (NHS) and the United Nations (UN). As a strategic advisor to corporate boards across the telecom, retail, and government sectors, she is a recognized global authority on embedding psychological safety and authentic presence into high-pressure corporate frameworks.

In the Mindfulness for Women in Executive Leadership programme, delivered jointly by OMI and Henley Business School, Dr. Hassan leverages her clinical background to deliver transformative executive education.

At the Henley Greenlands campus, she guides female cohorts through advanced peer reflection circles and executive coaching segments, empowering them to manage high-visibility pressures, navigate complex corporate dynamics with composure, and optimize long-term professional energy.

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Dr Caroline Rook

Associate Professor in Coaching & Organisational Behaviour; Programme Director, MSc Coaching and Behavioural Change

Dr. Caroline Rook is an Associate Professor in Coaching and Organisational Behaviour at Henley Business School. She holds a PhD from the University of Exeter Business School (Centre for Leadership Studies) and a BSc in Clinical, Organisational, and Communication Psychology from Friedrich-Schiller-University, Germany.
Her core focus is Authentic Functioning, Sustainable Energy & Resilience Coaching.

Her background makes her a premier academic authority on workplace psychology and leadership well-being.Her extensive research focuses on building healthy, productive workplaces by analyzing how executives manage stress, sustain authentic functioning under pressure, and navigate systemic workforce transformations. Backed by corporate HR and consulting experience with global entities like Porsche Cars Great Britain and Kienbaum Management Consultants, Dr. Rook has developed leading research at INSEAD and the University of Exeter.

In the Mindfulness for Women in Executive Leadership programme, run jointly with the TTM Organisational Mindfulness Institute, Dr. Rook brings deep academic rigor to the Henley Greenlands campus. She specializes in guiding female leaders through the diagnostic, coaching, and impact-evaluation phases of the curriculum. Her sessions equip senior and emerging female executives with data-driven frameworks to overcome systemic pipeline barriers, establish sustainable professional boundaries, and command authentic authority with confidence.

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Thomas Stoeckel

Cross-Cultural Neuroscience Consultant &
Senior OMI Facilitator,
TTM Associates

Thomas Stoeckel is a cross-cultural neuroscience consultant and senior executive facilitator for the TTM Organisational Mindfulness Institute (OMI). He has a core focus on Adaptive Change, Cross-Border Networks & High-Pressure Resilience.

Holding a strong background in International Management, he specializes in enabling senior and emerging female leaders to navigate complex organizational transformations and build sustainable career pathways using advanced Leadership Wellness Models.

Thomas has an exceptional track record of driving leadership mindfulness projects across diverse global sectors, including pioneering initiatives for a leading European aerospace corporation. Uniquely, Thomas has also served as an active volunteer firefighter and EMT since 2006.

In the Mindfulness for Women in Executive Leadership programme, delivered jointly with Henley Business School, he infuses real-world crisis management and nervous-system regulation into his coaching.

At the Henley Greenlands campus, Thomas equips female executives with the vital cognitive tools to successfully manage high-visibility pressures, dissolve cross-cultural communication barriers, and establish strategic, lifelong alliances through interactive peer mentor circles.

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