

Women's Leadership Programme (WLP)



What?

Programme to strengthen the internal female pipeline, achieve a higher representation of women, grow their professional capabilities, their confidence and networks and support them in developing a greater understanding of their leadership style.

Who?

- Female staff members from F/G to J salary band
- A permanent or fixed-term contract (have been at the ECB at least six months)
- Nominated by their Area Heads and Management teams



How?

- 2 days of training and 2 days of workshops
- Facilitated by the Erasmus Centre for Women and Organisations of Rotterdam School of Management
- Individual coaching sessions and alumni events

Core Trainir

Women in Leadership (part 1)

1.5-day training The core training is a prerequisite to attend any workshop.

1. Communication: developing your leadership voice 2. The DNA of **Networks** 3. Negotiating for Women 4. Women in Leadership

(part 2)

Each workshop lasts 4 hours.

Up to three individual coaching sessions.

Each coaching session lasts one hour.

The Women's Leadership Programme (WLP)

- The Women's Leadership Programme (WLP) was introduced in 2014 as part of the ECB's Gender Diversity action plan.
- The structure and the themes of the programme reflects the results of a training needs analysis conducted by DG/HR.

WHAT

- The development initiative for women is a measure to **support** the ECB working on the internal pipeline.
- The WLP offers high performing women a learning environment to:

Grow professional capabilities

- Develop greater confidence
- Discover personal leadership style
- **Build networks**

- Initially open to women in **H**, **I**, and **J** bands.
- As of 2016, extended to F/G-G bands.
- Participation is based on **nominations** by BAs to help achieve local targets.

For **WHOM**



WHY

LED

by

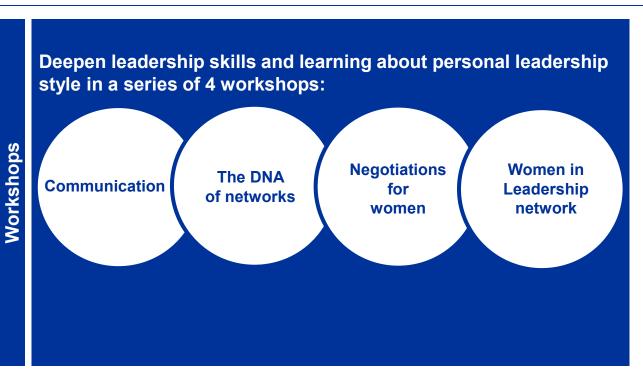
A team of trainers from Rotterdam School of Management (RSM) in conjunction with the **Erasmus Centre for** Women and **Organisations** (EWCO).

Essential aspects of leadership:

- Managing yourself
- Managing relationships
- Managing networks

Core Module





WLP community and forums for participants