

half the sky

The Becoming Journey®

Unlocking women's
career progression



This proven leadership development programme addresses the lack of diversity in senior roles by equipping women with tools and strategies to live and lead unapologetically.

Grounded in behaviour change psychology, the programme guides women through a reflective journey, enabling them to:

- » Develop into and accept the leader they are
- » Unlock momentum in their career
- » Move to a new role or transition upwards
- » Take on significant management or leadership responsibilities



Why diversity in leadership matters

Women's representation in senior roles delivers proven benefits for an organisation – from improved collaboration to greater innovation and talent attraction. When women fail to progress and fulfil their ambitions, productivity and retention decrease. And yet, women are not well-represented in roles with greater responsibility and remuneration.

Prevalent perceptions about what leadership looks like present a significant challenge for women. Those with intersectional identities face more complex challenges still. Many factors that limit women's careers are external and out of their control. So, our approach is to work on the things women can control.

The Becoming Journey® makes a profound difference to women, helping them to stand firmer and taller in the face of life and career challenges. It enables women to influence and lead in a way that facilitates change, inclusion and better outcomes for individuals, organisations and society.

An effective approach

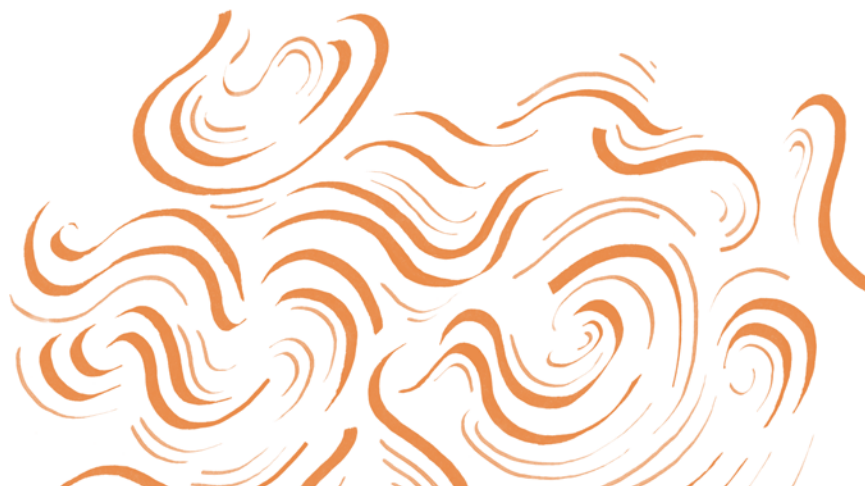
The Becoming Journey® equips women with the psychological flexibility to question the expectations and limitations put upon them. It enables them to become the leader they were meant to be, rather than asking them to change or fit in.

Our methods draw on a branch of psychology called Acceptance and Commitment Therapy (ACT). Using this approach, we enable women to recognise opportunities, make active choices and build relationships that make a difference to their career.

It is a highly practical and individualised journey that is proven to deliver results.

Following the programme, participants will be able to:

- » Identify their purpose as a leader
- » Drop the struggle with difficult thoughts and emotions
- » Find their firm ground and communicate clearly
- » Be engaged and make active choices about their career
- » Find support on their career journey
- » Make an impact on the world, one ripple at a time



How it works



Example programme (Recommended delivery timeline is 3–4 months)

The Becoming Journey® is a multi-step journey tailored to the organisation and participant group. It can be delivered online, in-person, or via a blended approach. Our diverse team of expert coaches guide women through reflective modules and facilitate peer relationships in coaching circles.

The design of the programme prioritises:

- » Rich interactive media to engage
- » Experiential modules that are relevant
- » Tools and practices that are immediately useful
- » Reflection and self-discovery
- » Connection and community

Programme creators

Dr Alison Maitland

Alison has a PhD in psychology and organisational culture, an MSc in coaching and was previously partner at consultancy Lane4. Informed by her experience as an applied psychologist, she brings an inclusive approach to her work. In her book *Drop the Struggle*, Alison shares applied ACT techniques to improving personal performance.

Liz Walker

Liz has an MSc in Organizational Behaviour and EMCC accreditation as a coach, her skill is in translating psychological approaches into culturally sensitive learning programmes. Her coaching experience includes working in a range of sectors, at all levels of organizations including Boards.

Dr Zoe Young

Zoe has spent over 20 years in research and consulting. She has a PhD in gender and social change and specialises in working with complex organisations to develop diverse talent. Her work is informed by her ground-breaking academic study and book on women's experiences of professional careers and family care.

Case study:

Unlocking career progression for women at DE&S



Ministry
of Defence



de&s

Defence Equipment and Support (DE&S) is an arm's length body of the Ministry of Defence that negotiates and manages contracts on behalf of the UK Armed Forces. It has over 12,500 employees across 150 sites in the UK.

We first ran the Becoming Journey for DE&S in 2021. Working with its learning and development team, we co-created a bespoke programme. Its goal was to support women who had been identified as high potential to progress in their careers and fulfil their ambitions.

“ This course has by far been the best personal development opportunity I have ever received; it has given me the tools to recognise my authentic self and be comfortable with who I am.

Combining professional and personal development tools, it helped participants develop their identity as a leader, navigate their career journey with authenticity, and find support from within the organisation.

Sessions were varied, including keynote speeches, focused skill sessions, coaching circles, and modules on personal development. Participants also had access to an interactive platform full of content they could explore further.

“ I joined the Becoming Programme because it sounded like a programme that I could bring my whole self to – female, black, immigrant, mother, carer, resilient, ambitious.

The impact of the programme was profound. The women reported an increase in confidence, they were able to be their authentic selves at work, and they felt equipped to put themselves forward for promotion. DE&S retained 98% of the group and saw them progress into more senior roles to the benefit of the whole organisation.

Based on the success of the initial programme, we are now engaged to deliver it for up to 500 women mid and senior managers across the organisation over the next three years.

Results:

- » One out of three women secured promotion within 18 months
- » 98% retained by their employer over 3 years since taking part

For more information or to arrange a confidential conversation contact: info@halfthesky.co.uk



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