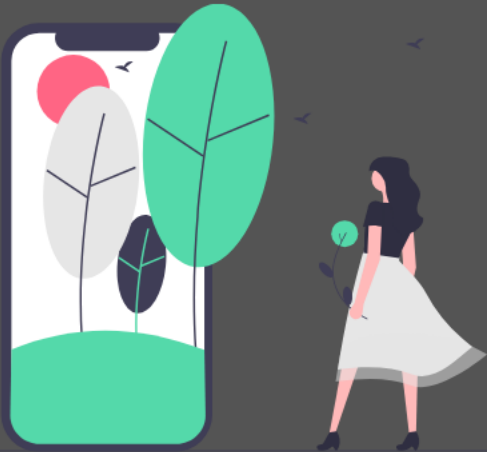


WUN Thrive Programme

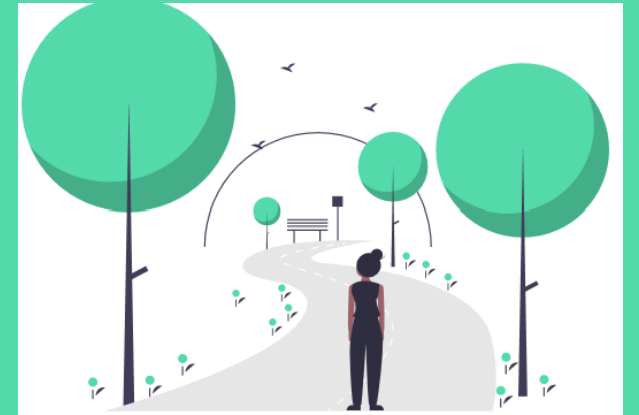
“Resilient leaders build not just careers, but legacies.”



WUN
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WUN Thrive Programme

- Leadership Foundations
- Coaching as a Leadership Skill
- Unleashing Your Potential
- Inclusive Leadership
- Leading with Confidence
- Creating Your Impact



Check in...

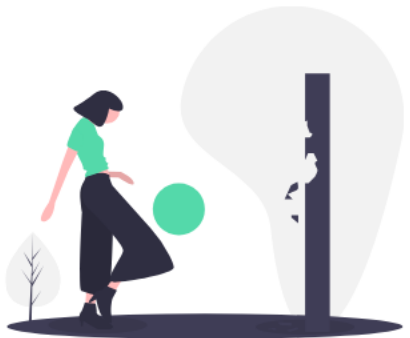
- Looking back?



Peak moment?

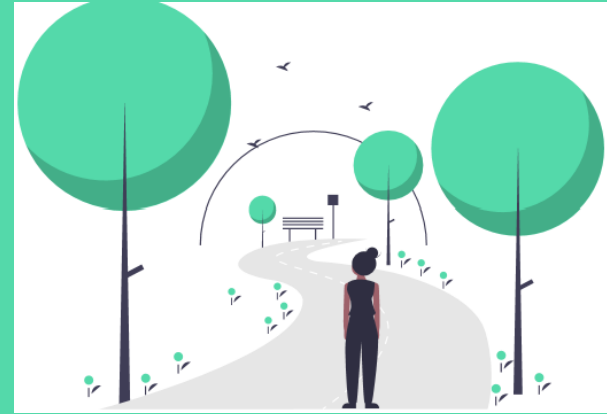


Module 3: Unleashing your potential



Today's topics

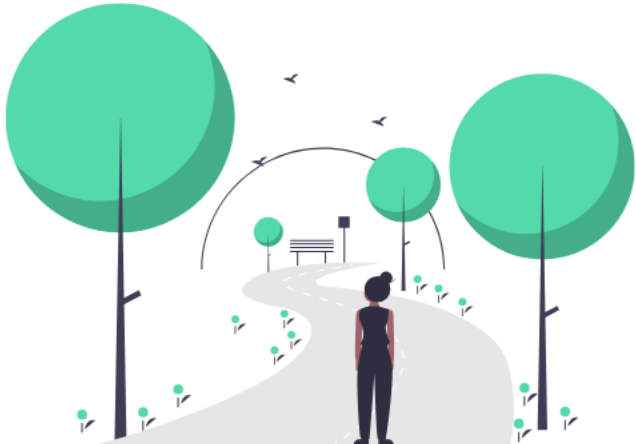
- Exploring and navigating your career path and life phases
- Identifying your unique leadership brand to amplify your leadership journey
- Advocating for yourself and others - influencing for impact
- Consider the specific challenges faced by women and identify strategies to build your resilience
- Reflections
- Dinner



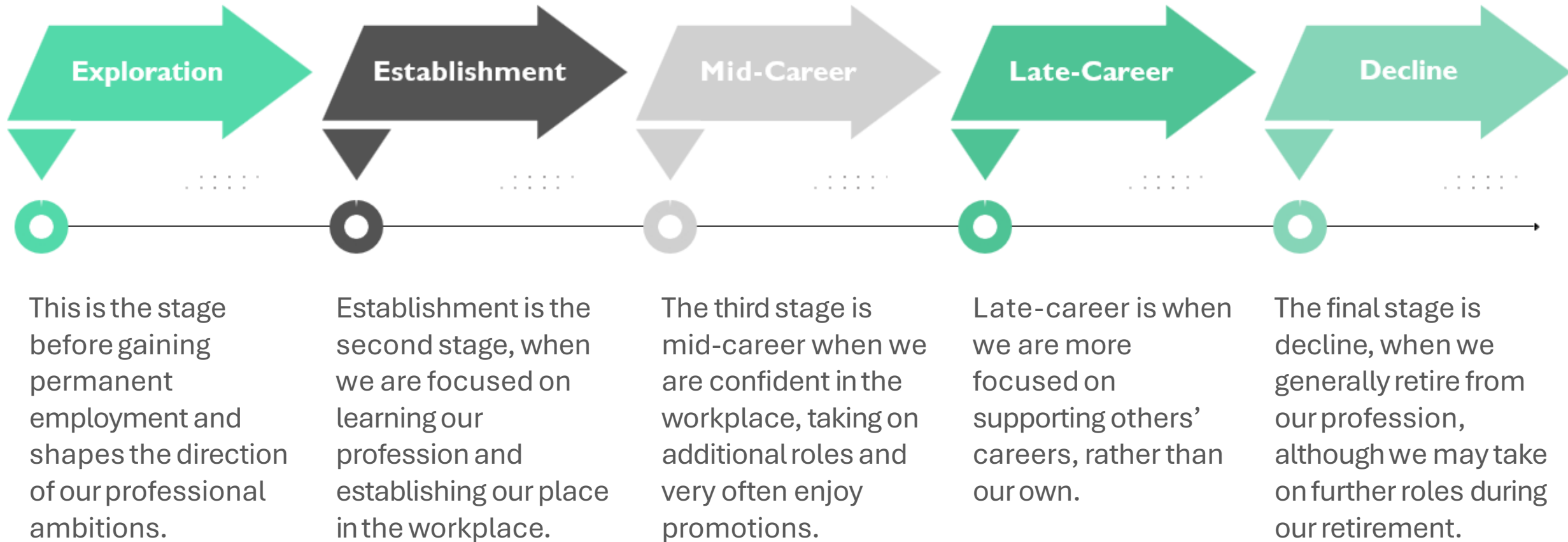
Changing trends in careers?



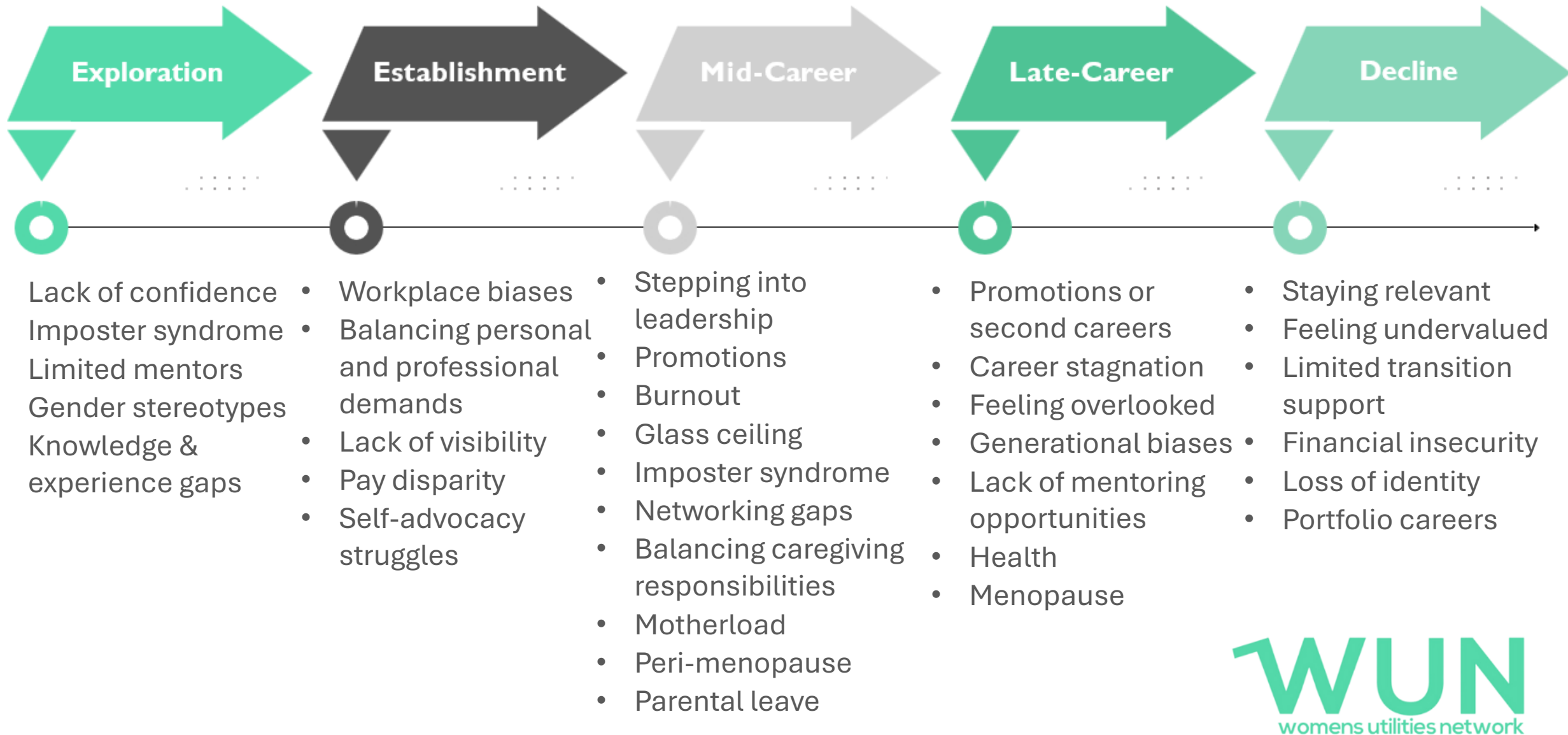
GROUP DISCUSSION



Career stages



Career stages – challenges



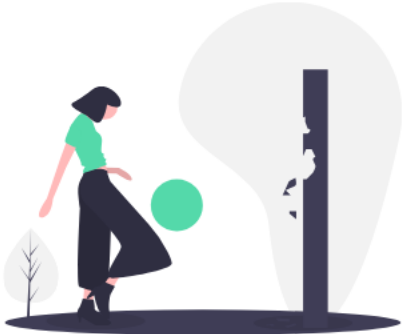
Career Mapping



GROUP ACTIVITY

OUTLINE:

Career mapping exercise in small groups – share your journey, identify patterns and opportunities...



Career Mapping

- What patterns or insights stand out for you?
- What phases or stages do you notice?
- Were situations determined by life outside work or your choice?
- If events happened again, would you do or react differently?
- How can you use this to build your career strategy for the future?



Top Tips for navigating careers



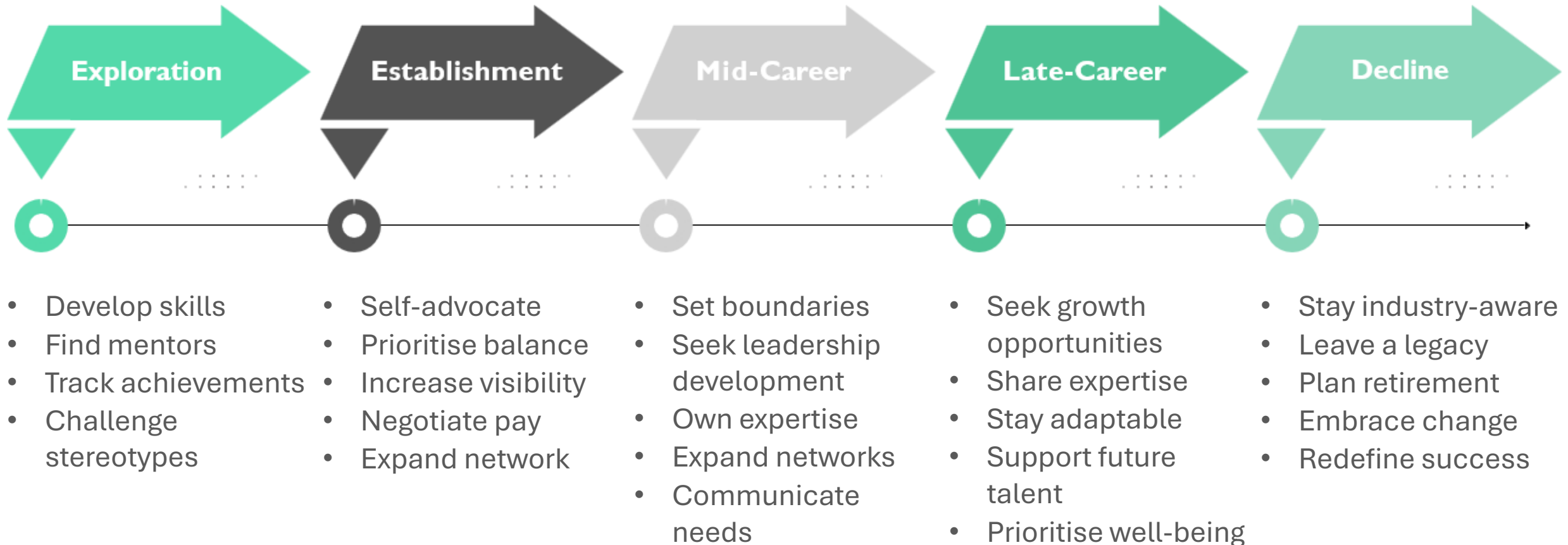
GROUP ACTIVITY

OUTLINE:

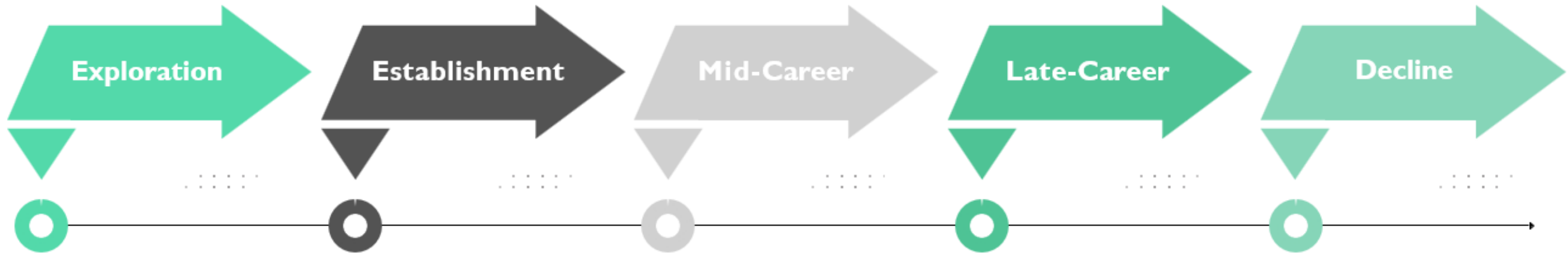
What tips and ideas can we share if we find ourselves up against some of these challenges to help us navigate our careers successfully?



Career stages – tips



Career stages – general tips



- Invest in continuous self-development and reflection.
- Join professional networks and groups.
- Practise self-advocacy and have an eye on the future.
- Mentor and support other women in the workplace.
- Celebrate achievements and use your journey to inspire others.
- Invest in your personal/leadership brand – being aware.

Leadership Brand





"I am a purpose-driven leader who thrives on unlocking the potential of people and teams. With a passion for inclusive growth and continuous learning, I create environments where individuals feel heard, valued and empowered. My strengths lie in strategic thinking, empathetic communication and leading through change. I bring calm energy, integrity, and a coaching mindset to every interaction, always aiming to build trust, inspire confidence and deliver meaningful results."

"My leadership is grounded in curiosity, compassion, and courage. I believe in leading with authenticity and fostering cultures where creativity and collaboration flourish. I'm passionate about helping others grow and using my strengths in problem-solving and resilience to navigate complexity. Whether guiding a team through uncertainty or celebrating small wins, I lead with intention, clarity, and optimism. I'm committed to making a positive impact on people and performance every step of the way."

Your brand?

- Be concise
- Use your language
- Be authentic
- Be bold
- Maximum 75 words
- Power of 3



Your personal leadership brand statement

- “I am known for...”
- “I aspire to...”
- “My leadership impact is...”

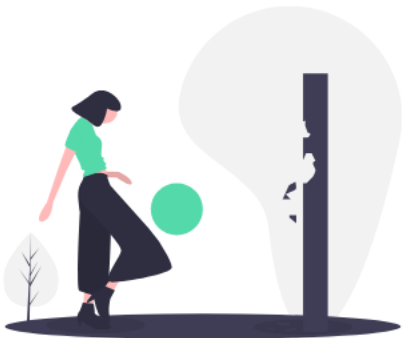
Your personal leadership brand...



ACTIVITY

OUTLINE:

Create your personal leadership brand statements to share with the group



Amplify your leadership brand

How you show up

Feedback

Advocating

Reflection & review

Power of three

Get social!



Cats



Dogs

Red sauce



Brown sauce

Beach holiday



City holiday

Tactful silence



Blunt truth

Break the rules



Stick to the rules

Queue



Queue jump

Richard Branson



Elon Musk

Planned



Spontaneous

Fame



Money

Influencing for impact

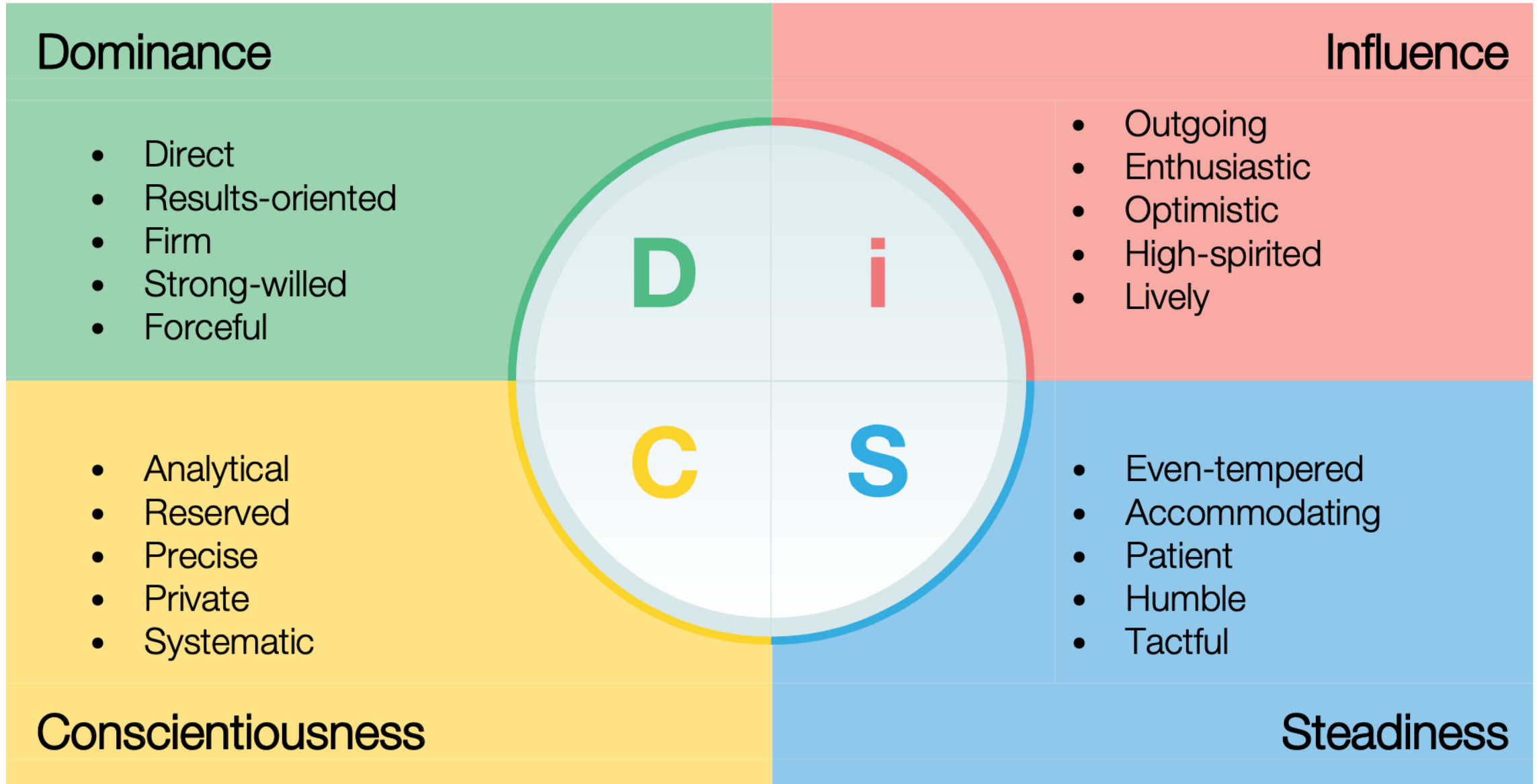


What strategies can we use when trying to persuade someone?



GROUP DISCUSSION





HOW YOU SEE YOURSELF

Fast-paced & Outspoken

Skeptical &
Questioning



Accepting &
Warm

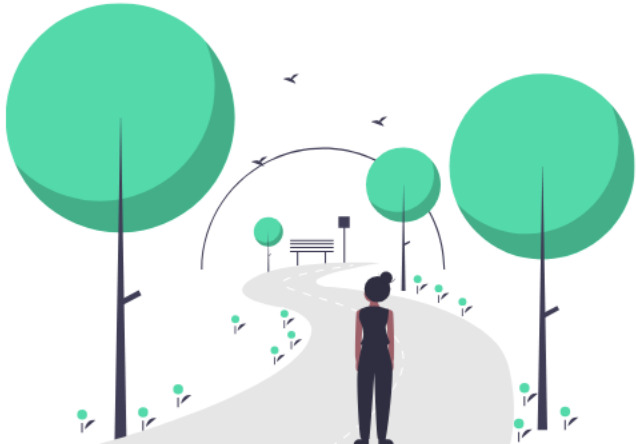
Cautious & Reflective

DiSC Style	Influencing Style	Key Influencing Factors
D	Assertive, results-driven, direct	<ul style="list-style-type: none"> • Focus on goals and outcomes • Uses confidence and authority • Pushes for quick action and change • Challenges others to take risks
i	Persuasive, enthusiastic, relationship-based	<ul style="list-style-type: none"> • Builds rapport and energy • Uses storytelling and emotion • Seeks buy-in through positivity • Influences through social connection
S	Supportive, patient, cooperative	<ul style="list-style-type: none"> • Builds trust through consistency • Prefers empathy and one-on-one conversations • Encourages collaboration • Influences gently and steadily
C	Analytical, logical, detail-oriented	<ul style="list-style-type: none"> • Uses data, facts, and logic • Appeals to accuracy and quality • Influences through preparation and expertise • Avoids emotional persuasion

Influencing Decoded



Paired Activity



Scenarios

- 1. Encouraging someone to take on more responsibility** - One of your team is reticent to take on new duties, and you believe it is a confidence issue. You need to delegate some of your own tasks to focus on strategic planning.
- 2. Implementing a New Strategic Direction** - You're presenting a shift in team or departmental strategy to align with the organisation's 5-year plan. It involves significant changes to current ways of working.
- 3. Influencing Upwards for Budget Approval** - You need to convince senior leadership to invest in a new initiative (e.g., leadership development, sustainability, or innovation), requiring a sizable budget and long-term commitment.
- 4. Managing Stakeholder Alignment Across Functions** - You're leading a cross-functional project where multiple departments have conflicting priorities. You must influence stakeholders to align on a shared goal.
- 5. Responding to Organisational Restructuring** - Your organisation is going through restructuring. You need to influence your team to stay engaged and focused, while managing uncertainty and ambiguity.

Influencing Your Stakeholders



INDIVIDUAL REFLECTION



Influence? Negotiate?

Influencing	Negotiating
The ability to shape opinions, attitudes, or behaviours—often without formal authority	A structured conversation to reach agreement between two or more parties with different needs or positions
Ongoing process	Defined event or interaction
Subtle, often emotional or value-based	Structured, often transactional
No explicit exchange required	Involves trade-offs and agreement
Often used to build alignment, sponsorship, or change	Often used to secure resources, resolve conflict, or close deals



Influencing Your Stakeholders



THE CHOCOLATE CHALLENGE!



The Chocolate Challenge

ACTIONS:

1. Complete the Stakeholder Roleplay template
2. Make notes on your Influencing Strategy
 - Drawing on the stakeholder's DISC preference
 - Consider appropriate language and tone
 - Consider suitable influencing techniques
 - Use relevant aspects of your Personal Brand
 - Think about Words, Music & Dance!
3. Have a go at the role using your strategy
4. Then reverse ...



The inner game

Performance = Potential - interference



How Women Rise - blockers

- Reluctance to claim achievements
- Expecting others to notice us
- Overvaluing expertise
- Building > leveraging relationships
- Failure to enlist allies
- Putting your job over your career
- The disease to please
- Minimising
- Too much
- Ruminating
- Distractions



Our inner game



ACTIVITY

OUTLINE:

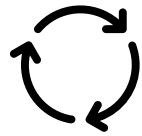
- ☐ Where is my Self 1 voice getting in the way and what would trusting my Self 2 look like today?
- ☐ Which habits or behaviours do you believe apply to you? How has discussing them built your awareness of how they affect you?
- ☐ What experiences in your life or work may have shaped the habits or behaviours most likely to hold you back?
- ☐ What stories do I tell myself about my leadership potential with them? How do they shape my decisions and behaviours?



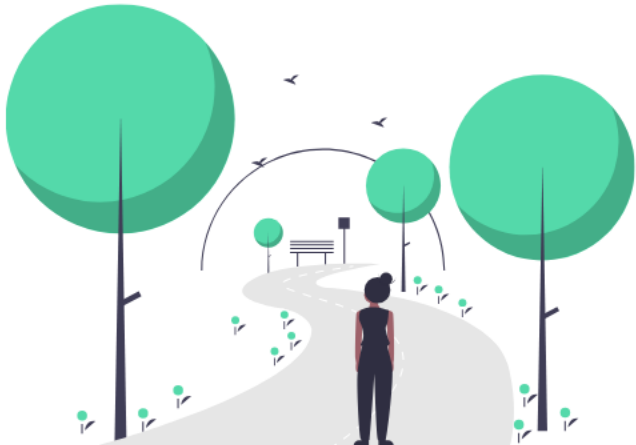
Top tips...

- Resilience through awareness instead of judgement
- Create & nurture empowering beliefs and habits
- Trust yourself
- Focus on now
- Choice not control
- Growth mindset

Reflections Circle



INDIVIDUAL &
GROUP REFLECTION



Inclusive Leadership

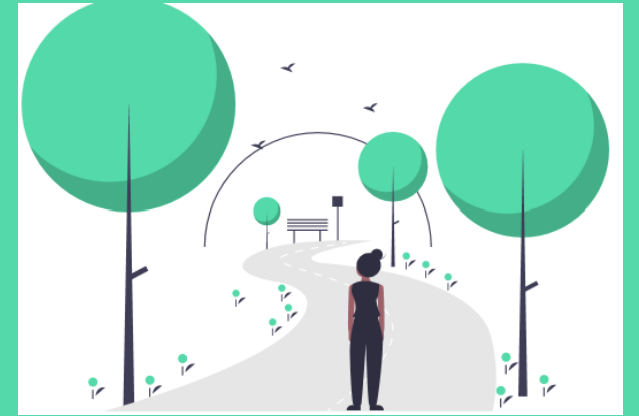
Sarah & Joolz



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womens utilities network

WUN Thrive Programme

- Module Four purpose
 - Understanding why Inclusive Leadership is critical for the Utilities Sector
 - Explore the challenges relating to Inclusive Leadership
 - Consider Psychological Safety from a Leadership perspective
 - Reflect on the actions needed to evolve your leadership style



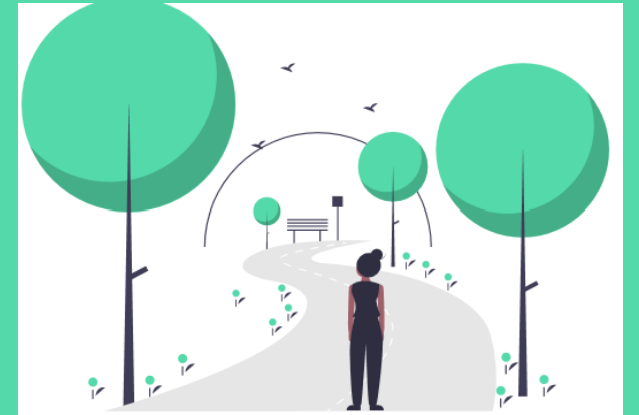
WUN Leadership Ladder

- Leading Yourself: Building Personal Awareness
- **Leading Teams: Creating an Inclusive Culture**
- **Leading Across Functions: Driving Influence**
- Leading the Business: Shaping Strategy
- Leading the Industry: Becoming a Changemaker



Today's topics

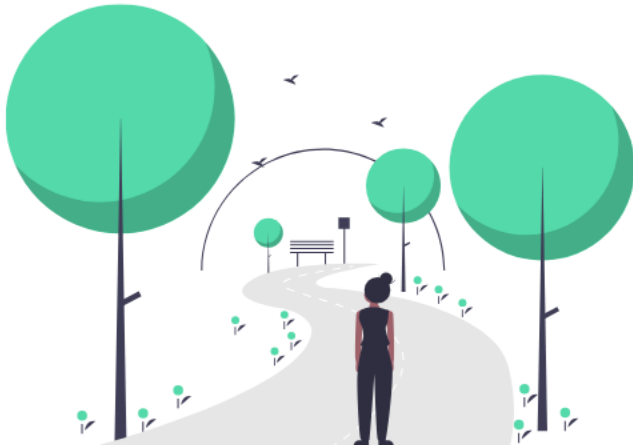
- Why Inclusive Leadership is a Strategic Imperative for Utilities
- Inclusivity and Unconscious Bias in Leadership
- WUN Inclusive Behaviours
- Creating Psychologically Safe Cultures
- Strategic Language in Leadership
- Conflict Leadership for High-Trust Cultures
- The Leadership Mirror



How will inclusive leadership give us a competitive advantage in a utilities sector facing transformation?



GROUP DISCUSSION





41%

of the women who responded to our survey feel their voice isn't heard at meetings and that they are interrupted when speaking.



49%

of the women who responded to our survey do not believe their opinion is as valued at work as much as their counterparts.

Unconscious bias in the utilities sector: what is the reality?

The critical need for women to be seen *and* heard

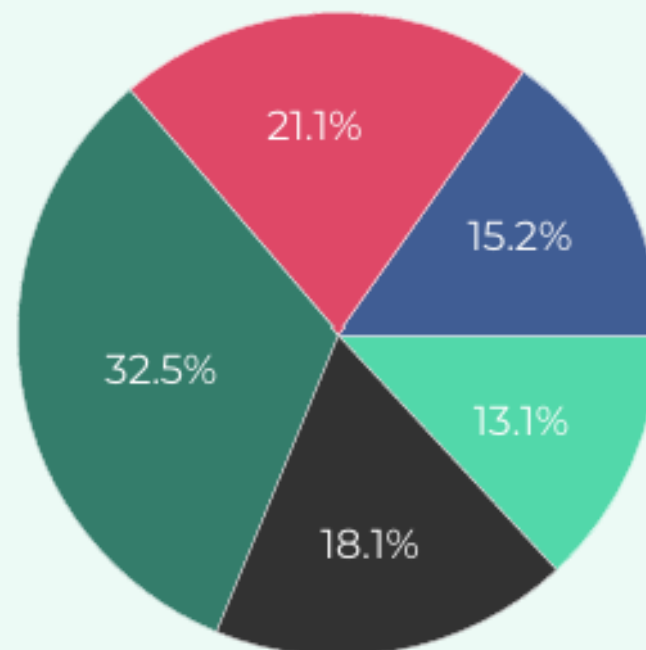


WUN

the marketing pod

How likely are you to consider leaving the utilities sector in the next 1-3 years?

375 responses



Very likely

Quite likely

Not very likely

Not at all likely

Unsure



39%

of the women who responded to our survey believe that people at work often assume they know less than they do or over-explain things.



33%

of the women who responded to our survey are often asked to complete tasks that they are overqualified for.

22%

said they felt they were treated differently because of their **race**.

20%

said they were treated differently because of their **age**.

18%

said they were treated differently because of their **sexuality**.

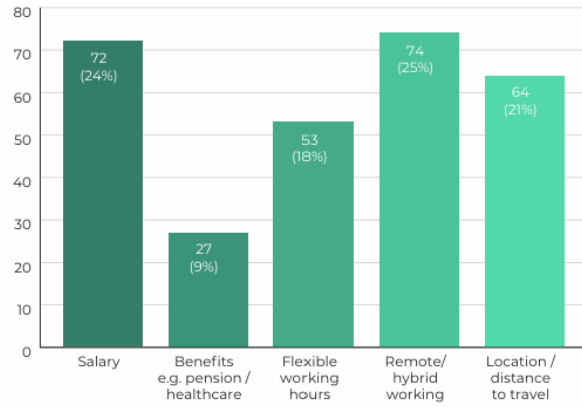
18%

said they were treated differently because of a **health condition**.

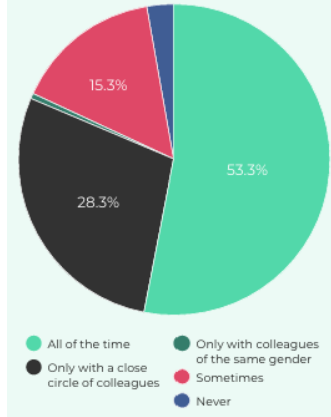
7%

said they were treated differently because of a **disability**.

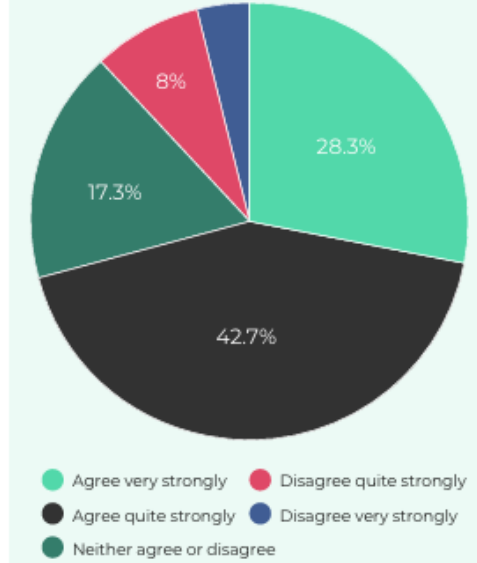
Number of respondents who rated each factor when considering a job role as 1 out of 5 (most important)



Do you feel free to be your authentic self at work?



The culture at my organisation genuinely supports me to achieve a work-life balance



Which words did respondents use to describe their workplace culture?



The power of culture

A leader's guide to creating change in the utilities workplace



WUN



What happens in organisations to unintentionally exclude or silence different voices?



GROUP DISCUSSION





Inclusive Behaviours



SMALL GROUP
DISCUSSION



Inclusive Behaviours - draft

Invite Diverse Perspectives

Ask for input from people with different experiences.
Encourage others to share opinions, especially when they differ from your own.
Appreciate and acknowledge unique contributions.

Understand Through Listening

Be curious and ask open questions.
Let people finish before responding.
Ask questions to understand, not to reply.

Notice & Address Bias

Reflect on your own assumptions and proactively address them.
Do not accept biased comments or behaviours.
Take action to support colleagues who speak out about bias

Demonstrate Respect

Treat everyone with kindness and fairness.
Always call out poor behaviours.
Avoid interrupting or dismissing ideas.

Create Opportunities for Reflection

Take time to be clear about your personal values.
Ask yourself how your actions align with your values.
Learn from feedback and share your insights with others.

Empower Through Advocacy

Speak up for someone who isn't being heard.
Engage in mentoring programmes for other women or girls.
Help to raise awareness of/remove barriers that exist for others.

Lead Authentically

Be yourself, it empowers others to do the same.
Make sure your actions match your words.
Admit when you don't have all the answers.

BUILDING PSYCHOLOGICALLY SAFE CULTURES

**Be
themselves**

Ask questions

**Raise
concerns**

**Take
risks**

Disagree

**Make
mistakes**

Amy E Videos

BUILDING PSYCHOLOGICALLY SAFE CULTURES



How DiSC Types Impact and Experience Psychological Safety:

DiSC Type	What Builds Psychological Safety	What May Inhibit It	How They Influence Team Safety
D (Dominance)	Clarity of expectations, space to lead, trust in capability	Feeling micromanaged, dismissed, or restricted	May unintentionally dominate or dismiss others—needs to actively create space for quieter voices
i (Influence)	Open dialogue, visible support, positive reinforcement	Criticism, being ignored, lack of enthusiasm	Often champions openness and morale, but may avoid conflict that challenges ideas
S (Steadiness)	Stability, empathy, being listened to	Abrupt change, confrontation, fast-paced tension	Creates safety through consistency and support—needs encouragement to speak up
C (Conscientiousness)	Clear rules, fairness, logical feedback	Being rushed, unclear goals, emotional ambiguity	Encourages high standards and rational input—may hold back unless asked directly

Leadership Self-Assessment



INDIVIDUAL REFLECTION



Psychological Safety



GROUP DISCUSSIONS

Group 1 - How is this both a challenge and an opportunity when navigating traditional expectations in male-dominated workplace?

Group 2 - What are the risks when psychological safety is low in an operational environment?





Building our community

Would you rather?!

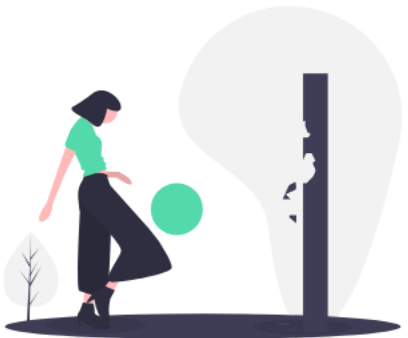


Strategic Impact of Language



GROUP ACTIVITY

USING LANGUAGE PROBLEM STATEMENTS



Strategic Language in Leadership

- Language signals what and who is valued — consciously or unconsciously.
- Inclusive language builds psychological safety, trust, and engagement.
- Non-inclusive language costs organisations through higher attrition, weaker innovation, and reputational risk.
- Senior leaders set the tone of what is acceptable, expected, and rewarded.
- WUN Speak Up Campaign

What leadership culture are we creating through the language we use — and is it the one we need for the future?



GROUP DISCUSSION

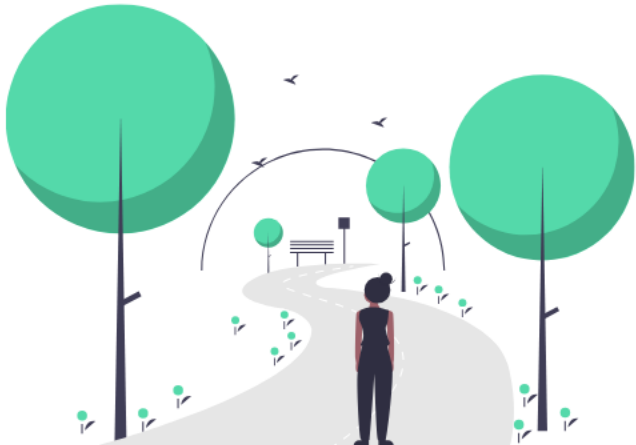




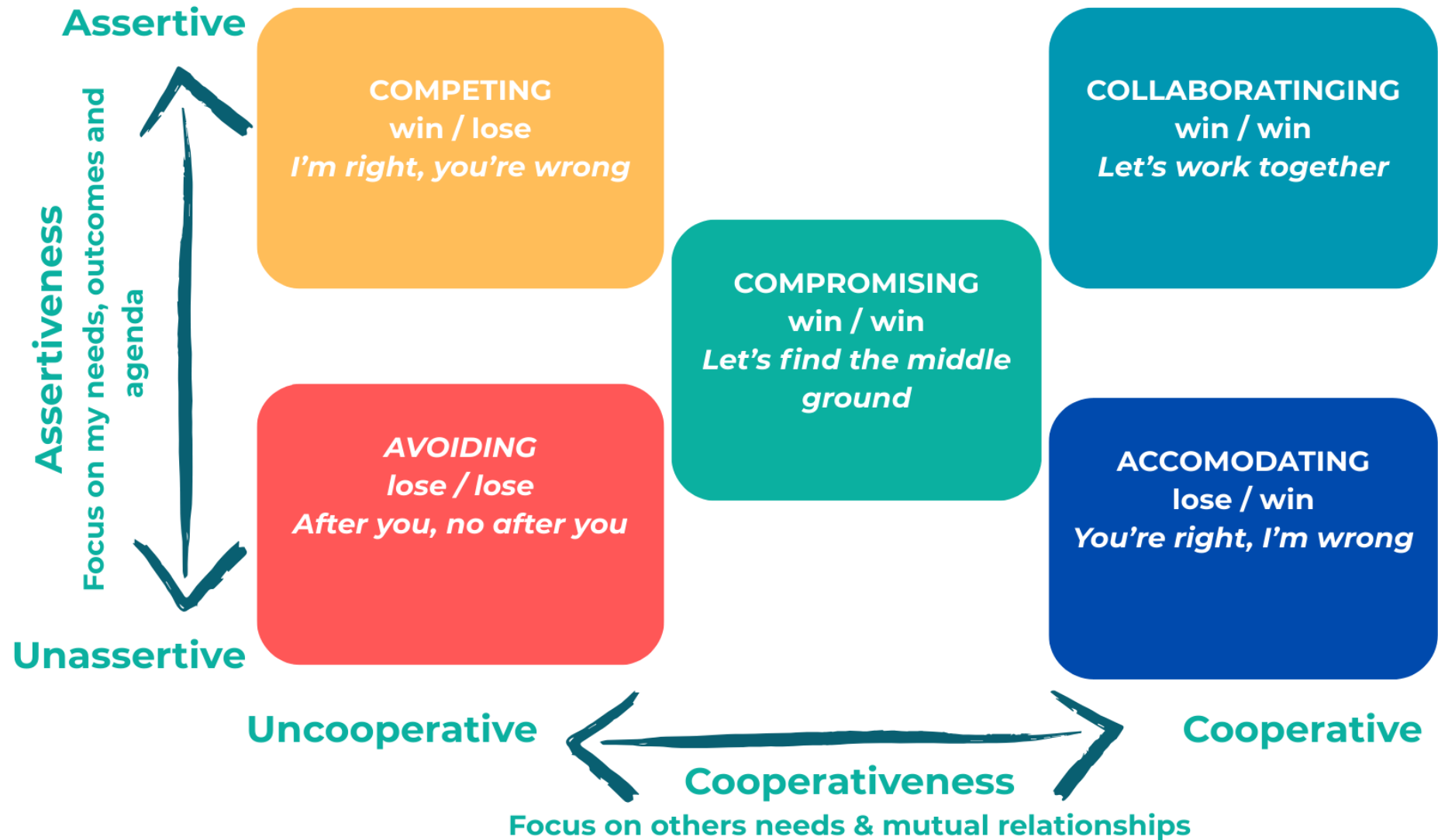
Conflict leadership for high trust cultures

“The Law of Win/Win says, ‘Let’s not do it your way or my way; let’s do it the best way’.” Greg Anderson

“No pressure, no diamonds.” Mary Case



TKI



*Thomas-Kilmann Conflict Mode Instrument

Conflict Leadership for High-Trust Cultures

- **Competing:** "Win-lose" — assertive and uncooperative (D)
- **Collaborating:** "Win-win" — assertive and cooperative (I)
- **Compromising:** "Split the difference" — moderate assertiveness/cooperation
- **Avoiding:** "Leave it alone" — unassertive and uncooperative (C)
- **Accommodating:** "I lose, you win" — cooperative but unassertive (S)

SCENARIOS

High-Performer Behaving Poorly - A top-performer is consistently dismissive of others' ideas in meetings. Addressing it might risk losing them — but ignoring it could harm team morale.

Vision Misalignment - You believe a new strategic direction proposed by senior leadership will harm long-term business goals. Speaking out could jeopardise your relationship — staying silent could cost the company.

Team Disagreement - Your team has divided opinions on a new flexible working approach. Some argue that everyone needs to be treated the same, others saying that it disadvantages working parents.

Decision-Making Impasse - In a leadership meeting, a decision needs to be made quickly, but the team is stuck in endless debate with no consensus in sight

Solutions



Group Discussion



WUN Inclusive leadership
and unconscious bias

26.50-
30.32

WUN
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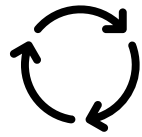
The Leadership Mirror



INDIVIDUAL REFLECTION



Reflections & Takeaways



INDIVIDUAL &
GROUP REFLECTION

