



# Emerging Women Leaders 2019

A bespoke Leaders in Partnership programme



**Leaders in Partnership**

Leaders in Partnership is a community coaching programme designed to strengthen the leadership of the third sector. By creating 1:1 coaching-style relationships between senior employees and their third sector peers, Leaders in Partnership supports the development of community leaders and their organisations, allowing participants to explore professional challenges and identify solutions. Volunteers develop coaching, communication and strategic planning skills, as well as learning about issues in east London and barriers faced by the third sector.

Following a careful matching process, volunteers are paired with emerging and established community leaders from east London, including CEOs, directors, senior management and programme leads. After a training and launch event, partners meet for one hour per month for a period of 10 months. During this time, volunteers act as a sounding board and critical friend, helping their partners tackle professional challenges. Common issues explored by community partners include managing change and transformation, increasing staff motivation and performance, developing leadership and communication techniques, and improving business planning and project management skills.

**Emerging Women Leaders**

Emerging Women Leaders is a bespoke Leaders in Partnership programme focused on female leadership. Established in 2016 in partnership with Morgan Stanley's Women's Business Alliance, the programme has run on an annual basis for the past four years. By pairing senior staff from the Women's Business Alliance with community leaders, the programme supports and champions the

development of female leadership in the public and third sectors.

Over the past four years there have been a total of 65 partnerships, with 50 volunteers matched to female leaders from community organisations, and 15 matched to senior staff from Tower Hamlets Council.



**Key figures**

The 2019 programme had the largest cohort to date, with 22 partnerships. Participants in the programme included senior staff from Tower Hamlets Council and community leaders. These leaders represented community organisations focused on a wide range of issues including women's health, fitness & wellbeing, arts & creativity, social action, vulnerable youth and older people.



Community partner impact

At the end of the programme, all 22 participants reflected on the skills they had developed as a result of their partnership, and provided feedback:

100% developed skills in:

- Strategic thinking and planning
- Personal resilience
- Decision making
- Identifying solutions to challenges
- Influencing
- Performing role more effectively
- Communication



100% benefited from:

- Improved well-being
- A different perspective

95% improved:

- Their ability to manage change
- Their leadership style

Community partner impact

Participants shared the benefit that the programme had on them as individuals and their organisations:

“This is a really valuable programme that allows leaders across different sectors to have space and time together to work through challenges in a safe way.”

“Having a mentor, and especially a female mentor, who is outside of the sector and has lots of experience, is invaluable. You feel very supported!”

“Having the additional support from my coach has helped me focus on my own development and prioritise improving on key skills, allowing me to be more successful in my role.”

Volunteer impact

Volunteers shared their experiences of taking part in the programme:

“A positive and rewarding experience that gave me alternative perspectives on the challenges that I have in my job and prompted my thinking, alongside the opportunity to give something back.”

“It’s a great way to engage with leaders in the community. It’s not just about us providing our skills and resources but also learning as individuals and managers.”

“I saw my partner’s confidence grow; she has taken her place at the table, making her views known and is open to new opportunities for extending her role.”

## Community partner - Liz Prinz, Insight Manager, Women in Sport

Liz Prinz joined the programme as the Impact and Evaluation manager at Community Links, a social action charity based in Newham. Her role was to ensure that individual programmes and the organisation as a whole were evaluating and capturing impact in a meaningful way. Liz wanted to use the programme to explore how to motivate her team, deal with conflict, develop her leadership style and explore career opportunities.

Liz was matched with Sanghamitra Karra, Head of Stress Testing and Risk EMEA at Morgan Stanley. Liz and Sanghamitra were paired due to the shared responsibilities and challenges they faced at work, as well as their experiences of moving to London from abroad, and shared hobbies including a love of reading. They developed a great rapport and built a successful partnership.

The partners explored conflict management and leadership styles, and Sanghamitra shared useful resources, articles and experiences. Through their monthly meetings, Liz felt supported to make a career move, taking on the role of Insight Manager at Women in Sport, a charity with the goal of giving every woman and girl in the UK the opportunity to experience the transformational rewards of sport.

Liz would recommend the programme and is exploring how to run a similar programme for female leaders in sports themed organisations. She shared that as well as learning how people work in different sectors, it helps to build confidence, develop leadership skills, provides the space to bounce ideas around and gives personal support; the feeling that “someone has your back”.



## Volunteer - Sanghamitra Karra, EMEA Head of Stress testing and Portfolio Risk, Morgan Stanley

As part of her career development pathway, Sanghamitra was looking for opportunities that would enhance her listening skills and ability to help others to grow. Leaders in Partnership offered this, and presented an opportunity to partner with someone in an external environment who faced similar professional challenges around problem solving, managing and influencing people and dealing with change.

Sanghamitra felt her match with Liz was “like magic” as they both had open personalities, were willing to grow and like to be challenged. Sanghamitra said: “There is a lot of learning on both sides. The more you can get people from different sectors talking to each other, the more it helps you become a more complete human being and be a better version of yourself”.



## Business - Stefka Kavaldjieva, Executive Director, Morgan Stanley

Stefka Kavaldjieva is an Executive Director at Morgan Stanley and sits on the steering committee of their gender diversity network, the Women’s Business Alliance. Stefka launched the Emerging Women Leaders programme through the network, offering the opportunity for senior managers to give back and support women in the community. The programme ran for four years and allowed volunteers in the network to use their business skills, work together, make an impact and develop their own knowledge and skills.

Stefka shared that she found the programme uniquely satisfying as “we facilitate the creation of personal connections which are powerful, impactful, inspiring and in many cases long lasting”. Through Leaders in Partnership, volunteers from the network have helped to develop the pipeline of women leaders in the community and to strengthen the leadership in the sector.



# Leaders in Partnership

## Bespoke Leaders in Partnership programmes

Leaders in Partnership is a high impact programme benefitting volunteers, participants and community organisations.

Bespoke Programmes offer the opportunity to develop a unique initiative aligned with your company's CSR strategy or the professional goals of your employees. The programme can be tailored to focus on a particular skill, issue area or geographical location, or to engage internal affinity networks.

Community participants can be recruited from a range of charities, or a partnership can be established with one key organisation, depending on your requirements.

Bespoke Programmes engage a large number of senior employees and deliver high impact community interventions. They are offered at an additional cost to ELBA membership and can also be purchased by non-member companies.



**“It has boosted my confidence and provided an opportunity for me to see things from a new perspective. It has helped me to implement best practice from the private sector within my organisation.”**

**“I found the programme highly engaging and also valuable - it's encouraging meeting such enthusiastic emerging leaders and getting their thought and insights.”**

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