

Level

FEMALE FUTURE LEADERS
IN RECRUITMENT

Up



FEMALE FUTURE LEADERS

Introduction

The Level Up Program brings together small groups of talented, motivated women working in the recruitment sector, giving them the tools & support to advance to the next stage of their career.

The bespoke program is built to encourage women to come together to learn, share their experiences, celebrate wins and hold each other accountable, unlocking opportunities for them to confidently and successfully step up and become the industry's future leaders.

The 5-month program consists of three interactive workshops that build confidence, presence, resilience and a personal vision for success, along with monthly accountability check-ins.

The program has been designed & put together by executive coach, Olivia Read, and industry leaders HC Group and FIFTEEN WEST.

Background

30%

According to a study by Women in Recruitment, almost a third (30%) of recruitment firms have less than 5% female leaders at board level and another third (32%), only have between 21-50%. Whilst over half of all UK graduates are women, just 28% of board level executives.

According to a recent survey carried out by FIFTEEN WEST, 84% of women said they would be interested in their business providing female centered initiatives focused on developing their career. 90% of women surveyed indicated interest in a program combining quarterly peer groups, mentoring and coaching to help them develop their career.

84%

Aims & Goals

AN UNIFIED OBJECTIVE

FIFTEEN WEST and HC Group are unified in their aim to create greater gender balance across all levels of the recruitment industry, ultimately acting as a catalyst for other industries.

The program aims to broaden the senior talent pool by giving talented, ambitious women the tools & support to confidently & successfully step up and become the industry's future leaders, unlocking opportunities for increased profit, growth & innovation within your organization.

The program is suitable for mid-level associates with 3-5+ years experience. We would suggest 1 delegate is sent at a time.

The Program

SUPER
YOU

The first workshop will focus on fostering connections amongst the group and building confidence & belief in yourself and your capabilities through a review of your strengths & achievements and a greater awareness of any limiting mindsets.

STEPPING
UP

In this workshop, we will look at the qualities of great leadership, including communication, how to establish **presence** and the importance of EQ. You'll create a clear vision for the future and define what leadership means for you personally.

STAYING
STRONG

The final workshop will focus on staying strong to ensure everyone's performing at their best at all times. You'll learn tools for prioritisation and managing conflict and build a personal **resilience** toolkit to support your ongoing wellbeing.



BUDDY CHECK-INS

To maintain progress and cement your learning between workshops, you will be paired up into accountability buddies and hold monthly check-in zooms to review progress, share experiences and create action plans.

The facilitator

Olivia Read is an executive coach who's passionate about helping women grow and develop to create greater gender parity in the workplace.

Through individual and group coaching programs, both privately and within organisations, Olivia specialises in helping women gain confidence, energy & motivation in themselves and their future success, through a greater sense of self.

Prior to coaching, Olivia's commercial background was in leadership roles in client services for award-winning advertising agencies, both in the UK and the US.



Testimonials

"It feels like the best investment as without it I would have ground to a halt"

"The course has given me so much more confidence in my work. Since starting 3 months ago, I've doubled my intake of business."

"I got SO much out of the course – a fresh perspective, new ideas and inspiration and a clear strategy on how to move forward and get where I want. I came out of every session with such a positive mental attitude and a real can-do mentality. It's quite addictive!"

“
We're the busiest we've ever been but I'm feeling less stressed, have got things under control and am backing myself.

“
I'm now constantly reflecting on how things align with my long term goals, which keeps me focused & on track

“
Regularly celebrating my achievements puts me in a different frame of mind and reminds me that I'm not rubbish!

“
Carving out time for my long term goals has really helped me gain a handle of things.

“
Becoming aware of the things I do, and why I do them has helped me to take positive action

“
I've stopped saying I want to be successful. I am successful!

"Adopting the growth mindset has helped me completely step out of my comfort zone and agree to do a presentation in front of the whole company – something I've always said no to before"



"I used the breathing and body language techniques we learnt before my recent webinar, and it went really well. I felt more confident, didn't get red-faced and managed to slow my pace right down."

"My increased confidence has really helped me drive forwards on business development."

"Using the non verbal communication skills of grounding my feet in meetings has really helped me communicate more effectively with a challenging client I'm more confident to be direct and assertive, asking harder questions."



"I've been letting my unique abilities and personality shine through making me more optimistic and positive with my clients, less afraid."



Investment & Dates

£900 Per Person
(8 people per program)

Super you

13 Oct 2022, London

Stepping up

8 Dec 2022, London

Staying strong

9 Feb 2023, London

Buddy check ins

Monthly via Zoom

The Sponsors



HC Group

HC Group is a retained search, intelligence and advisory firm operating across the global energy and commodity supply chains. The reality is that for many organisations in our sector, diversity is still a box to tick rather than a strategic imperative. As a founding sponsor of the Level Up program, we are committed to levelling up the playing field for women recruitment executives, whilst providing our current and future leaders the tools to challenge the way our clients think about diversity, in all its forms.



FIFTEEN WEST

FIFTEEN WEST are passionate about championing projects that will enable our staff, our candidates and our clients employees to be the best version of themselves and achieve their goals. We care about our candidates future development and we are keen to promote gender balance across all levels in recruitment.