



**Let's Lead!**

## **Leadership Development for Women**

Reflect on, plan and activate your  
personal leadership journey



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#### About DCU Business School

DCU Business School has a long history of executive training both to individuals and client companies. Our executive programmes are crafted to meet both the needs of business and of individuals developing their careers based on the industry connections that underpin our approach to education. Globally accredited by AACSB and AMBA, we are among the top Business Schools globally.

#### About this programme

Key to Ireland's economic success is the optimising of the skills and talent of our people throughout all regions of the country. Increasing the participation of women in entrepreneurship, leadership and senior management roles is a critical feature of this strategy. With this in mind, DCU Business School has developed '**Let's Lead!**', a relevant and contemporary **Leadership Development for Women** programme.

Drawing on the latest research from the psychology of leadership, this programme comprises eight half-days delivered online, providing a relevant, refreshing and contemporary approach to leadership development for women. Anchored in organisational psychology and the research and practice-based strengths of DCU Business School, and using feedback derived from a 360 process, this programme is a unique development opportunity for women wishing to progress their careers across all sectors.

#### Who is this programme for?

This programme is for women who are well into their careers, who hold responsible positions in their organisation and have experience of managing others. It is for women who are contemplating change or facing decision-making junctures in their careers and who know that a deep knowledge and rich appreciation of who they are as women and leaders will serve them well in such situations. It is for women who value a refined and sophisticated approach to leadership development and are prepared to make the necessary commitments to learning, self-reflection and engagement to pursue and deliver leadership excellence.

The programme has been designed to be highly interactive and comprises a rich mixture of self-assessment, skill development and knowledge building that together encourage goal clarification and action planning to support women's leadership journeys.

A digital platform will gather self-awareness data as well as 360 feedback from appropriate raters selected by each participant. This data will provide the starting point of a goal-setting process and will support the development of an action plan to guide behavioural change.

Participants additionally benefit from the rich and varied contributions of inspiring guest speakers who share insights and advice on leadership from their own career trajectories.

### What will you learn?

This programme offers women a space to reflect on and develop the key domains of leadership behaviours and skills that are particularly valuable and relevant for women. The programme emphasises moving from personal to strategic thinking in respect of leading oneself, one's career and life.

This programme will enable you to:

1. Identify meaningful career goals and chart your leadership journey towards them
2. Navigate complex relationships and workplace challenges
3. Develop deep insight into personal strengths and preferences and translate them into an authentic personal leadership brand
4. Expand and enrich a meaningful professional network

Each participant is also provided with three individual coaching sessions with professional, experienced coaches. The purpose of these sessions is to support participants in identifying leadership growth trajectories that are personally and professionally meaningful. Coaches will support participants in developing their leadership expertise and building their capacity in demonstrating leadership excellence.





Each day commences at 9.00am and runs to 1.15pm.

### Duration and Dates

Prior to the commencement of the programme, there will be a half-day induction event, delivered online.

The purpose of this mandatory event is to build a comfortable learning environment among participants prior to engaging the programme content.

### Programme dates:

Induction half day March 16th, 10am - 1pm

Programme Day 1 – 8 :

March 30th

April 13th & 20th

May 4th, 18th & 25th

June 8th & 22nd

# Programme Delivery Team



## **Dr Melrona Kirrane**

Programme Chair, Associate Professor of Organisational Psychology, DCU Business School

Dr Kirrane designed and developed this programme and is a nationally and internationally recognised scholar of Organisational Psychology. She has a particular expertise in leadership, organisational change, and workplace behaviour and her work in these fields has been published in international peer-reviewed journals.

As well as being endorsed as a high-quality lecturer and organisational consultant, Melrona was named as a “Top Ten Woman of Influence” in 2017. A recipient of the prestigious Erskine Fellowship at the University of Canterbury, New Zealand, Melrona was appointed Professor of Leadership at Princess Nourah Bint Abdulrahman University, Riyadh and holds Visiting Professor positions at the Technical University of Vienna and Danube University, Austria.



## **Andrea Dermody**

Senior Consultant

Andrea Dermody has over twenty years’ experience working across the Global Financial Services marketplace. Supporting Melrona in designing the content for the programme, Andrea leveraged her twenty plus years of practical experience in the corporate world, most of those spent in developing leaders through Talent Management, Learning & Development and Diversity & Inclusion. Most recently Andrea led inclusion and diversity for State Street in Europe, the Middle East and Africa (EMEA). She is now managing director of her own consulting practice, Dermody.

Andrea holds a BA in History and Economics, a post-graduate Diploma in Business Studies from UCD and a Masters in Human Resource Development from Sheffield Hallam University. She is a qualified executive coach and a chartered fellow of the Chartered Institute of Personnel and Development (CIPD).

# Previous Guest Speakers



**Jacqui McCrum**

Jacqui McCrum is the Secretary General of the Department of Defence and prior roles included serving as Deputy Secretary General in the Department of Employment Affairs and Social Protection.



**Oonagh McPhillips**

Oonagh McPhillips is the Secretary General of the Department of Justice and Equality and prior roles included serving as Deputy Secretary General of the Department's Criminal Justice pillar.



**Melanie Crowley**

Melanie Crowley is a Partner and Head of the Employment Law & Benefits team at Mason Hayes & Curran, a full service business law firm with offices in Dublin, New York and London.



**Dr Feena May, Chief Executive Officer, The Inspiring Company**

Dr Feena May is CEO of The Inspiring Company; a company focused on impactful leadership and personal development. Feena is a Professor of Leadership at a number of universities including the University of Paris, Panthéon-Sorbonne and the University of Lucerne. Feena is also Adjunct Faculty at Ashridge Executive Education at Hult International Business School, UK.



**Brid Horan, Co-Chair, Balance for Better Business**

Brid Horan is Co-Chair, Balance for Better Business; an independent business-led Review Group established by the government to improve gender balance in senior leadership in Ireland. Brid has over twenty years' board level experience and previously served as Deputy Chief Executive of the ESB.



**Jean O'Sullivan**

Jean O'Sullivan Head of Organisational Development at Enterprise Ireland and previously served in roles in the organisation including Senior Development Advisor, Manager of Female Entrepreneurship and Human Resources Manager.

# Programme Testimonials

“Excellent course. Thoroughly enjoyed it and found the information invaluable.”

Gillian DeMarco, National Galleries of Ireland

“The course in general provided great insight into leadership. It provided a structure for putting your career goals and aspirations to the forefront of your mind and doing something about it. The guest speakers were excellent and very inspiring.”

Yvonne Bogan, Dept. of the Marine

“I would highly recommend this course - it was inspiring and insightful, with very practical leadership development take-aways to become the CEO of your own career.”

Lydia Rogers, Enterprise Ireland



**For more information:**

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