

Women's Leadership Programme (WLP)



What?

Programme to strengthen the internal female pipeline, achieve a higher representation of women, grow their professional capabilities, their confidence and networks and support them in developing a greater understanding of their leadership style.

Who?

- Female staff members from F/G to J salary band
- A permanent or fixed-term contract (have been at the ECB at least six months)
- Nominated by their Area Heads and Management teams



How?

- 2 days of training and 2 days of workshops
- Facilitated by the Erasmus Centre for Women and Organisations of Rotterdam School of Management
- Individual coaching sessions and alumni events



Core Training

Women in Leadership (part 1)

1.5-day training
The core training is a prerequisite to attend any workshop.

Workshops

1. Communication: developing your leadership voice
2. The DNA of Networks
3. Negotiating for Women
4. Women in Leadership (part 2)

Each workshop lasts 4 hours.

Individual Coaching

Up to three individual coaching sessions.

Each coaching session lasts one hour.

The Women's Leadership Programme (WLP)

- The Women's Leadership Programme (WLP) was introduced in **2014** as part of the **ECB's Gender Diversity action plan**.
- The structure and the themes of the programme reflects the results of a **training needs analysis** conducted by DG/HR.

WHAT

- The development initiative for **women** is a measure to **support** the ECB working on the internal pipeline.
- The WLP offers high performing women a learning environment to:

WHY

- Grow professional capabilities
- Develop greater confidence
- Discover personal leadership style
- Build networks

- Initially open to women in **H, I, and J** bands.
- As of 2016, extended to **F/G-G** bands.
- Participation is based on **nominations by BAs** to help achieve local targets.

For WHOM

LED by

- A team of trainers from **Rotterdam School of Management (RSM)** in conjunction with **the Erasmus Centre for Women and Organisations (EWCO)**.



Women's Leadership Programme structure

Core Module

Essential aspects of leadership:

- Managing yourself
- Managing relationships
- Managing networks



Workshops

Deepen leadership skills and learning about personal leadership style in a series of 4 workshops:

Communication

The DNA of networks

Negotiations for women

Women in Leadership network

Individual coaching sessions

WLP community and forums for participants