

# THE ART OF WOMEN'S LEADERSHIP

✓ April 12–18, 2026 • Spain • Cohort of 10 ✓



## 1 PROGRAM OVERVIEW

- One-week in-person leadership offsite in coastal Spain
- Small cohort of 10 for depth and trust
- Two senior coaches
- Practical tools used in real work situations
- Certificate of Completion provided
- CIPD approval expected by April 2026

## 2 WHY THIS MATTERS NOW

- This program focuses on skills that affect performance across teams:
- Clear decisions without rework
- Stronger communication and alignment
- Psychological safety that supports retention and engagement
- Leadership presence that builds trust

## 3 WHAT THE ORGANIZATION GAINS

- Clearer communication across teams
- Leaders who manage conflict directly and respectfully
- Stronger cross-functional collaboration
- Decisions that hold without constant revisiting
- A healthier leadership bench and succession pipeline

## 4 WHAT I WILL DELIVER AFTER THE PROGRAM

- A 30-60-90 day action plan tied to our current goals
- Two short skill-transfer sessions for our team
- Measurable progress tracked in the ROI Impact Tracker for 3 to 6 months

## 6 COVERAGE PLAN

To ensure continuity while I am away, I will:

- Confirm interim ownership for active projects
- Document responsibilities and decision boundaries
- Hold a handover meeting one week before departure
- Identify a single colleague as point of contact
- Return with a summary and action plan to share

There is no need for me to check messages or attend meetings during the offsite. The program supports strong leadership through clear delegation and steady systems.

## 5 EXAMPLE IMPACT MEASURES

- Clear decisions documented and shared
- Reduced rework and backtracking
- Direct, respectful communication in hard moments
- Teams taking more ownership without escalation
- Stronger retention of key talent

## 7 RISK OF NOT INVESTING

- Continue leading on autopilot instead of with clarity.
- Same communication patterns repeat and nothing shifts.
- Hard conversations get delayed and build pressure.
- Influence plateaus even when capability is higher.
- Strong women keep opting out when the system doesn't change.

## 8 TIME AND COST

- Tuition: €4,799
- Lodging and meals included in tuition
- Flight and local travel at best rates available
- Time away: 5 workdays (travel will be on weekends)

**Change how you lead, and the environment around you can change. Skip the work, and the cycle continues.**

### FULL PROGRAM DETAILS:

<https://www.agilityforall.com/women-in-spain>