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AmCham Women in Global Organisations Peer Mentoring Programme

Developing Leadership Skills

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Programme Overview



The AmCham Women in Global Organisations (WGO) Peer Mentoring Programme is designed to advance leadership skills in a safe and trusted environment.

Working in small cross company, cross sector, cross functional groups, participants have the opportunity to explore practices, share insights, compare experiences, gather new perspectives and try out ideas with an exceptional group of peers. Participants are re-energised, prepared to inspire and lead colleagues with lasting impact.

Who is the Programme aimed at?

- Senior female leaders within American Chamber member organisations, with a minimum of 10 years' professional experience
- Executives who must be prepared to lead their organisations through periods of disruptive innovation and rapid change

What is the Programme structure?

- 3 individual cohorts based on region, however please apply for cohort that best suits
 - **Eastern Region:** Dublin, Kildare, Laois, Longford, Louth, Cavan, Meath, Monaghan, Offaly, Wicklow & Westmeath
 - **Southern Region:** Carlow, Cork, Kerry, Kilkenny, Tipperary, Waterford & Wexford
 - **Western Region:** Clare, Donegal, Galway, Leitrim, Limerick, Mayo, Roscommon & Sligo
- 50 participants per class / location
- 1 online session and 4 in-person sessions
- The programme will run from September 2023 to March 2024
- Each session takes a maximum of 3 hours and will take place from 10am- 1pm
- Each session will be organised to maximise networking opportunities
- Peer groups are formed of up to 8 people - participants will work with that group across the 5 sessions





ORIENTATION & NETWORKING

The learning experience on the programme is very much enhanced by the connections, rapport and trust built between all of the participants and the programme facilitators. This session will give you an opportunity to learn more about the programme content, as well as introduce yourself to your peers.

1

2

INFLUENCE & PERSUASION

Exploring the challenges faced when it comes to influence & persuasion, this session looks at tools and strategies that can affect the attitude and behaviours of those around them; how to develop greater personal understanding of the impact of these skills and how they may be applied to build resilience, step into the spotlight and perform more effectively in the workplace.



HORIZON

3

Horizon scanning is a foresight method used for discovering early signs of potential change. This session will focus on the systematic process that enables individuals to identify trends and therefore make informed decisions to achieve desirable futures.



VISIBILITY

5

CHANGE

The objective of these this challenging session is to integrate change with an increased awareness of what you can and cannot control in your world; insight into where your locus of control mindset is; and improved understanding of your competing commitments and 'big assumptions'. Areas of focus for personal action will be discussed and supported by your peer group.



4

Hambrick and Mason (1984) argue that organisations are reflections of their top managers, and thus organisational outcomes are significantly influenced by the values, beliefs and actions of these managers. This session will explore the tools & techniques of visibility – personal and corporate – how to prepare for a panel, how to deliver an elevator pitch to camera and how to say yes to opportunities.



Programme Schedule



| SESSION | AREA OF FOCUS | SOUTHERN REGION | WESTERN REGION | EASTERN REGION |
|----------------------------|-------------------------------------|-----------------------|-------------------------|------------------------|
| SESSION 1 | Orientation & Networking | Tuesday, 19 September | Wednesday, 20 September | Thursday, 21 September |
| SESSION 2 | Influence & Persuasion | Tuesday, 24 October | Wednesday, 25 October | Thursday, 26 October |
| SESSION 3 | Horizon | Tuesday, 5 December | Wednesday, 6 December | Thursday, 7 December |
| SESSION 4 | Visibility | Tuesday, 16 January | Wednesday, 17 January | Thursday, 18 January |
| SESSION 5 | Change | Tuesday, 5 March | Wednesday, 6 March | Thursday, 14 March |
| GRADUATION CEREMONY | | DATE TBC | | |



The Application Process



The application process will open on **Monday, the 10th of July 2023** and will remain open until **Friday, the 18th of August 2023**. All successful applicants will be informed shortly thereafter.

The Criteria

- Participants are nominated by their company, who are members of the American Chamber of Commerce.
- Nominees have a minimum of 10 years' professional experience; will likely have completed internal leadership training.
- Candidates are selected to maximise diversity of participants (role/sector/organisation), which may mean only one person per company.
- 100% attendance is expected throughout the programme

Please Note:

- Applicants must be employees of members of the American Chamber of Commerce.
- There is a one-off registration fee of €650 + VAT, payable once a place has been accepted
- Participation is limited to a maximum of 50 delegates per region
- In accepting a place on the programme, 100% attendance is expected for all sessions.
- Nominees will be selected to maximise the diversity of the programme – including skills, geography, gender, sector, culture & function.
- Due to high demand, not all applicants are guaranteed a place on the programme.
- An application, if unsuccessful, is no reflection of competence, but a function of our drive for a truly diverse cohort and a great learning experience.

[Apply Here](#)



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