

AmCham

Women in Global Organisations Peer Mentoring Programme



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AMERICAN
CHAMBER of COMMERCE
IRELAND



AmCham WGO Peer Mentoring Programme

This programme is designed to advance leadership skills in a safe, trusted environment. Working in small cross company, cross sector, cross functional groups, through group discussion, with formal and informal interactions throughout the programme, participants have the opportunity to explore practices, share insights, compare experiences, gather new perspectives and try out ideas with an exceptional group of peers.

Who is the programme aimed at?

For senior women leaders in American Chamber member companies who have a minimum of 10+ years experience. Executives must be prepared to lead their organisation through periods of disruptive innovation and rapid change - Participants are re-energised, prepared to inspire and lead colleagues with lasting impact.

"I've been incredibly lucky with the diversity of industries and functions that I could draw from their experiences. It's great to be able to leave the programme not just with new knowledge, but also a professional network of women that can continue to be a safe and inspiring sounding board on career and personal development"

Key Areas of Focus

Influence &
Persuasion

Horizon

Visibility

Change

Get in touch:

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Influence & Persuasion

Exploring the challenges faced when it comes to influence and 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. Business today is largely run by teams and populated by authority-averse baby boomers and Generation Xers. That makes persuasion more important than ever as a managerial tool. It is a process of learning from others and negotiating a shared solution. Persuasion can be a force for enormous good in an organisation, but people must understand it for what it is: an often-painstaking process that requires insight, planning and compromise.

Horizon

Horizon scanning is the continuous process of gathering information about customers, suppliers, competitors, society, technology, and so on, and using this information to make informed decisions about your business. Business leaders need to the external environment, operating with eyes open, aware of changes in customer preferences or habits, aware of opportunities to gain market share or to move into new markets; anticipating a new competitor or how to improve efficiencies through technologies or processes. In short, horizon scanning is essential, not only to grow, but to survive.

Visibility

How important is it for top managers to be visible? 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.

Change

The objective of these two challenging sessions 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.

The Criteria:

- Participants are nominated by their company, who are members of the American Chamber of Commerce.
- Nominees must have a minimum of 10+ years' work experience; will probably completed internal leadership training.
- Candidates are selected to maximise diversity of participants (role/ sector/ organisation) which may mean only one person per company.
- There is an expected commitment to all sessions
- There is a one off registration fee of €550 + VAT

The Programme:

- 50 participants across the Eastern region
- One session at least every six weeks, for a total of eight sessions, including the induction and graduation sessions
- Each session takes a maximum of three hours and will take place from 10:00 - 13:00
- Each session will be organised to maximise networking opportunities
- Peer groups are formed of 8 people with a maximum of 5 groups per session - Participants will work with that group across the sessions
- Sessions will take place both in person and virtually. In order to maximise networking opportunities they will not take place in a hybrid setting.

American Chamber of Commerce Ireland

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Key Dates 2022*

Session 1 (Intro): April 26th, 10am-1pm

Session 2 (Influence & Persuasion): June 24th, 10am-1pm

Session 3 (Horizon): July 20th, 10am-1pm

Session 4 (Visibility): September 20th, 10am-1pm

Session 5 (Change I): October 25th, 10am-1pm

Session 6 (Change II): November 29th, 10am-1pm

*These dates may be subject to change

APPLICATION PROCESS

The application process **will open February 2nd 2022** and remain open until **10th March 2022**. Placements will be confirmed thereafter.

If you have any questions regarding the programme or would like to express interest in applying, please do not hesitate to contact Keelan Lombard or Mairin Shea - please see contact details below:

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Please Note:

- Applicants must be employees of members of the American Chamber of Commerce.
- There is a one-off registration fee of €550 +VAT payable once a place has been accepted
- Participation is limited to a maximum of 50 delegates.
- 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.