

AmCham Women in Global Organisations Peer Mentoring Programme



Key Areas of Focus

Influence &
Persuasion

Horizon

Visibility

Change

AmCham WGO Peer Mentoring Programme

This programme will 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 can 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 and ready 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"

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 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; an improved understanding of your competing commitments and 'big assumptions'. Areas of focus for personal action will be discussed and supported by your peer group.

- Participants are nominated by their companies, which are members of the American Chamber of Commerce.
- Nominees must have a minimum of 10+ years' work experience they; will probably have completed internal leadership training.
- Candidates are selected to maximise the diversity of participants (role/ sector/ organisation) which may mean only one person per company.
- All the sessions will be in-person. It is expected that you attend all sessions.
- A Reflection Journal will be used throughout the Programme and must be completed for graduating from the Programme.
- There is a one-off registration fee of €650 + VAT

The Programme:

- 50 participants across Ireland
- 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 - Participants will work with that group across the sessions.

Key Dates - Spring Eastern Cohort 2022 - 2023*

Session 1 (Intro): April 25th, 10 am-1 pm

Session 2 (Influence & Persuasion): June 8th, 10am-1pm

Session 3 (Horizon): August 22nd, 10 am-1 pm

Session 4 (Visibility): September 13th, 10 am-1 pm

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

*These dates may be subject to change

Application Process

The application process will open in February 2023 and remain open until the 23 of March 2023. Placements will be confirmed after that.

If you have any questions regarding the programme or would like to express interest in applying, please do not hesitate to contact Katya Fraga-Burns at k.fraga@amcham.ie

Please Note:

- Applicants must be employees of members of the American Chamber of Commerce.
- A one-off registration fee of €650 +VAT payable once a place has been accepted. Participation is limited to a maximum of 50 delegates. 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.

American Chamber of Commerce Ireland

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