



# Belfast City Council's Women Leaders Programme



# What did we do ?

- Designed and delivered a joint elected member-senior officer women's leadership programme.
- It was the first of its kind for local government in Northern Ireland.



# Why did we do it ?

- To develop effective leadership
- To create mutual understanding of shared issues in local government
- To make a positive contribution to civic leadership

# Where does it fit in ?

- Women in Local Councils initiative
- Joint female officer steering group
- Gender Action Plan
- HR Strategy
- Workforce Development plan
- People Panel

# Joint Member Officer Steering Group



# How did we do it?

- Focus group with participants
- Profile to identify natural leadership style
- One to one coaching to set personal leadership development goals
- Five sessions delivered over a weekend
- Review of progress three months later

# What did it achieve?

- Encouraged and reinforced each woman's leadership role.
- “Safe space”
- Identified common issues
- Respect for different perspectives
- Shared learning

- Bernie Kelly, deputy Lord Mayor said the programme “ allowed us to share ambitions, information and ideas to widen thinking about strategies and effective interventions to take Belfast forward”



# What did we learn?

- Single gender programmes have a place in leadership development
- Joint member and officer training is effective
- Diversity issues must be championed from the top
- Work life balance is important

# What are we doing next ?

- Continued political party support
- Cross party support
- Promoting the programme to other members and officers
- Dedicate resource to manage diversity

# Questions?

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