

Women's Action Learning

A peer support model that helps leaders learn, grow and thrive



claudinemenashe-jones
Helping leaders make a difference

Leadership can be a lonely place

In our [new research](#) we found that women leaders across industries regularly take on extremely challenging roles only to find themselves unsupported and alone

Gender biases and hidden barriers to women's progression are not a thing of the past

And even in sectors that appear to be doing better, outdated stereotypes and assumptions still get in the way of women's success

The good news is that women across the study shared the value of coaching, mentoring and peer support in navigating their leadership journeys

Many of us already knew this instinctively, but now we have the evidence to prove it

Women's Action Learning is based on this evidence, providing you with peer support that makes a difference



What is Action Learning?

- These sets bring together groups of women leaders for **regular, facilitated conversations** about real-life problems and how to solve them
- It involves **asking questions** rather than giving advice, so that you generate solutions that reflect the nuance and complexities of the situation
- Action Learning creates spaces of **trust and openness** that promote a cycle of action, reflection and impact
- A set is a place of **peer support and understanding**. You are seen and heard by other women who can identify with your experience and help you navigate it
- Action Learning also **builds your coaching muscles** in that you can keep on applying it as new challenges arise – a **sustainable** approach
- Groups are **carefully curated** to reflect the **experience** and **learning goals** of the participants



What women say about the value of coaching and peer support

It really took some accountability, in order to get me to make shifts, and people daring to put a mirror to me... a flashlight in the blind spot

It makes you think about how you're going to do the job without sort of driving yourself into the ground by trying to be conscientious and do everything

If you're the only one doing it, then you're definitely on your glass cliff. But actually, if there's a group of you doing it, that cliffs starts to level out into more of a broad sunny upland

It's hard to block 90 minutes for an activity like this - but I looked forward to these sessions. Claudine knows the work we do; she gets the challenges we face and approached the sessions from a place of empathy and support... she really helped the group learn from each other and provided unique insights from her experience

Learning Set Member, Global Consulting Firm

Book a call if you're interested in joining a set or want to explore how action learning could help your organisation learn and develop



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