





WOMEN IN LEADERSHIP: EXECUTIVE EDGE PROGRAMME

A comprehensive 6-month programme for experienced women leaders, developing the skills, behaviours and mindsets needed to navigate your career and leadership journey.

 Ideal for	Mid to senior leaders
 Duration	6 months, 2 hours per week
 Fees	HK\$45,000 - Early Bird Discounts are available
 Delivery	In-person and Online

Programme Overview:

Executive Edge is a dynamic six-month women's leadership programme crafted to stretch existing leaders and rapidly propel you towards the executive level performance, skills, behaviours, and mindsets that are essential for tackling strategic business challenges.

This programme will challenge you to see yourself, how you engage with your team, and how you deliver for organisations through a fresh perspective, enabling and inspiring you to achieve your professional and personal goals. The significant emphasis on applied learning ensures you will rapidly enhance your leadership abilities along with your capacity and confidence to excel in your unique leadership journey.

This comprehensive leadership development programme includes:

Two 2-day in-person workshops (location TBD)	360-degree feedback Leadership Styles Assessment
Four 2-hour interactive online workshops	Core Strengths SDI 2.0™ psychometric Assessment Tool
Four 1:1 Executive Coaching Sessions	Inspirational speakers
Peer mentoring sessions	A professional leadership challenge
Five virtual Action Learning Sets	Online Community of Practice Forum

“The Executive Coaching, the networking with other professional women, and the theory related to values, confidence and psychological safety were key aspects of the programme for me. Meeting other women leaders and talking about our experiences was also very inspiring.”





Participant Profile

The Executive Edge programme caters to the growth needs of mid-level and senior leaders across diverse industries and disciplines in the public, private and non-profit sectors. Whether you seek to enhance your leadership capability, strengthen your existing position, or aspire to develop towards more senior or executive leadership positions, this programme is for you.

Crafted to provide a psychologically safe and inclusive learning atmosphere, Executive Edge is particularly designed for women and gender diverse individuals who are eager to develop their leadership capabilities and advance their professional standing.

“ *What I valued most from the programme were the great learning activities, the powerful network building in a supportive environment, as well as the physical and mental connections made* ”



Learning Outcomes

Develop your leadership capabilities to help you navigate to success:

- Create your leadership vision by identifying and articulating your goals and aspirations, and exploring how this aligns with your organisation's strategic vision
- Create your intrinsic leadership brand by exploring your inner motivations and authentic leadership style
- Strengthen your communication and emotional intelligence skills to be more resilient leading in a VUCA world
- Recognise how inclusive leadership produces engagement, direction, alignment and commitment
- Cultivate an effective team culture that drives performance and sustainable resilience
- Identify and clearly articulate your organisation's strategic direction
- Develop the capacity to successfully lead change and foster innovation within your organisation
- Build a professional network within a cohort of dynamic women

Programme Modules

01

Leading Self: Personal Brand and Personal Impact

Explore what it takes to be an effective leader using a values-based approach. Explore different Leadership Styles and discover a strengths-based approach to leadership. Create your leadership vision by identifying and exploring how this aligns with your own values and the organisation's strategic vision. Take a voyage into the relationship between authenticity and effective leadership and start to shape your own unique personal leadership brand.

03

Leading Self: Leading in a Modern World

Explore how to lead in a VUCA world (volatile, uncertain, complex and ambiguous) by understanding your biases and building an inclusive and psychologically safe culture. Using researched neuroscience, learn resilience skills to build confidence and show up as the best version of yourself as a leader.

05

Leading Others: Influencing with Confidence

Explore the key skills to influencing others as a leader. Develop greater confidence using tools and techniques for greater impact and persuasion. Identify your own influencing style and manage any self-limiting beliefs to strategically assert yourself to show strong leadership skills across different contexts.

07

Leading Organisations: Strategic Thinking

Learn to apply critical thinking and groupthink-mitigation techniques to meet the challenges of today's environments when delivering strategic business objectives. Explore how your own cognitive and emotional abilities work together to inform how you think, what information you pay attention to, and how you make key decisions. Increase your confidence to improve problem solving, create new opportunities, make effective decisions at pace and with limited information, and implement strategic plans.

02

Leading Others: Team Dynamics

Explore the practical implications of managing diverse and challenging groups using the Core Strengths SDI 2.0® Psychometric Assessment. Understand the drivers of your inner motivations and behaviours around the essential business priorities of people, performance and process. Examine the qualities shared by high performing teams and identify effective strategies to improve communication skills and foster cultures that support optimal teamwork.

04

Leading Others: Inclusive Leadership

Explore the traits and competences of an inclusive leader and how you foster an inclusive and psychologically safe culture where your team can thrive and perform at its best. Understand what intersectionality is and learn how to create a shared understanding and address issues central to cultivating a diverse, equitable, safe and inclusive workplace culture.

06

Leading Others: Driving Performance

Learn to provide impactful feedback that motivates your team to achieve prime performance. Identify key principles of performance management to ensure consistency with organisational standards and objectives, and explore techniques involved in coaching others to build individual and team capability.

08

Leading Organisations: Leading through Change

Understand the nature of VUCA (volatility, uncertainty, complexity and ambiguity) in the modern world of work and discover the leadership skills needed to lead in these environments. Learn how to first prepare yourself for leading change, and then effectively engage others, managing resistance and engaging with stakeholders by using compelling change narratives to achieve successful transformation.

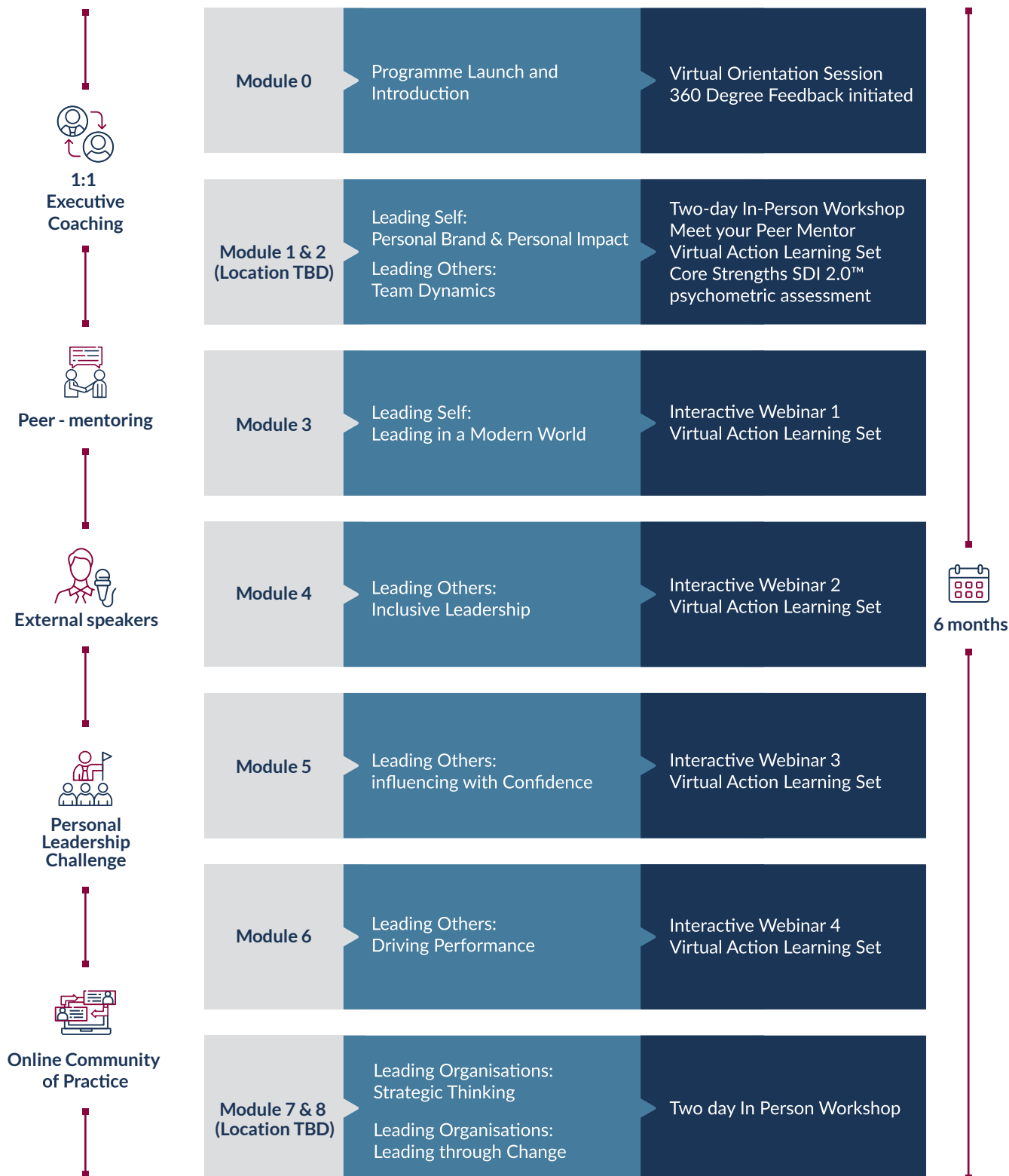


“ Being aware of different leadership styles required for different work contexts/groups of people was something I hadn't thought about before, but I will definitely do so moving forward! ”

Programme Experience



Executive Edge combines in-person workshops, interactive webinars, peer coaching, individual coaching, a community platform and self-directed learning. These elements are carefully structured to enable you to rapidly build your capabilities while continuing to be highly present and effective in your workplace.



Programme Experience

In-person workshop days (Location TBD)

The scheduled workshop days are segmented into high impact sessions. During the workshops, you will explore new concepts and strategies, and work collaboratively on real-time challenges. This proven format offers valuable insight informed by collective experience as well as reflective practice. The two 2-day in-person workshops (May and December) will be held in Hong Kong.



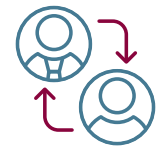
Interactive Online Workshops

The interactive online workshops will build on topics co-created with the group, designed to meet the group's specific needs, to create a rich learning experience, sharing up to date and researched theories, as well as delving into deep discussions and sharing ideas.



1:1 Executive Coaching

Throughout the programme, you will have access to one of our experienced professional Executive Coaches for four 60-minute coaching sessions. This opportunity gives you dedicated space to focus on your individual aspirations, challenges, and opportunities that will accelerate your growth.



Peer mentoring

The peer mentoring aspect is designed to develop your growth through learning from other professional women on the programme and sharing your own experiences. Through this approach, you not only increase your own growth, but support learning in others. Peer mentoring sessions offer real-time feedback and enable you to develop meaningful, impactful connections with other leaders in the programme.



Smaller Group Action Learning Sets

The interactive virtual Action Learning Sets focus on exploring real-life challenges in a smaller group size, enabling rich discussion and debate that helps to contextualise learning themes within real world situations, equipping you to apply new approaches back in the workplace.



Programme Experience



360-degree leadership styles assessment

This assessment is based on research by Daniel Goleman, author of many Emotional Intelligence books, and lists six different leadership styles and their characteristics. It is a tool to assess and evaluate how individuals lead and serves to raise awareness of all six different leadership styles, giving insights as to how to flex your style for positive impact given certain contextual factors.



Core Strengths SDI 2.0™ personal psychometric assessment

This tool integrates the communication of three key business priorities: People, Performance and Process, and helps to understand your inner motivations and drivers of behaviour. This shared framework helps to raise awareness of different individual styles, appreciate differences in others, create a shared language for positive discussions, understand your motivations in conflict, how you use your strengths (and sometimes overdo them), and improve communication skills to engage all styles.



External speakers from the business community

We leverage our extensive network of contacts within different communities to provide diverse quality speakers to share personal journeys, promote rich discussion, and challenge your thinking.



Personal leadership challenge

This is an opportunity to demonstrate the integration and application of your learning through a personal leadership challenge. You will apply the conceptual and practical knowledge gained in Executive Edge to address a real-life challenge back in the workplace.



Online Community of Practice

Throughout the programme, you are encouraged to build your professional network by connecting with your peers via an online forum to share insights, reflections, resources and to celebrate wins.



In-Programme Support

Our personalised approach to participant engagement will ensure you are supported throughout your learning experience. You will be connected with a dedicated lead who is available to provide individualised support and information throughout your programme.

Our Learning Methodology



Our programmes are designed by proven leadership specialists who have held their own leadership positions and have a deep understanding of leadership challenges at every career stage.



Evidence Based Adult Learning

Our evidence-based, learner-centric approach ensures you benefit from the latest adult learning and modern workplace learning methodologies. We have a strong understanding of how adults learn and develop and adopt new behaviours and mental models, with grounding in behavioural and cognitive shifts, neuroscience and social psychology. We are verified members of The Oxford Review©, which provides the latest evidence-based research in leadership, management, organisational development, psychology, coaching, and learning, and we use the latest peer-reviewed academic research to inform our programmes.

A Strengths-Based Approach

We operate from a strengths-based approach, framed to maximise leaders' potential, building resilience for engagement, building stronger connections with others, and elevating performance. Our mission is to support leaders to reach their full potential, and then to enable leaders to create the same transformational conditions for the people that they lead.



Our Philosophy

Our philosophy adheres to several concepts:

- A values-driven approach and exploratory inquiry - driving your own change to discover challenges and desired performance outcomes that make a difference.
- Self-awareness and awareness of others – heightening emotional intelligence enables individuals to grow and leaders to develop skills to deliver effectively through others.
- Co-design and co-experiment – working with you to build a strategic systemic mindset and support individual accountability for application and learning.
- A positive, growth-mindset, & strengths-based approach is more effective.
- Leadership & engagement are states of being, not doing.
- Focused learning on application – learning is embedded into the natural flow of work to be directly applicable and most impactful in real-world workplaces.
- Authenticity and honesty are critical to dialogue & growth.
- We champion equity, diversity, and inclusion – where authenticity and honesty, based on insight, empathy and humility, are critical to dialogue & growth.

About Polaris Global Consultancy



Polaris is a certified women-owned international leadership development and executive coaching company with globally based partner consultants. We have an extensive range of specialist experience in the public and private sectors, particularly in women's leadership, diversity, equity and inclusion, and executive coaching.

Why we chose to support women's leadership growth

Women face unique challenges in the workplace, but they also add unique value and perspective. Research shows that companies with a critical mass of senior-team gender diversity enjoy significantly better performance. Our experience shows us that gaining leadership self-awareness, insight, and clarity maximises how female leaders can flourish as well as act as positive role models for future women leaders. This enables greater awareness of the influences on and the impact of their decisions, creates more engaged and responsive leaders in the face of uncertainty, the ability to build authentic, inclusive and more impactful relationships with others, and to drive a more inclusive environment that supports a future modern workplace culture where everyone can succeed.

The Polaris Team

Our team members are professionally certified and internationally accredited coaches, with extensive experience developing leaders and leadership teams, to bring about transformative change designed to meet key business priorities and strategic goals. We have worked with talented and inspiring women leaders worldwide in international and complex settings to enable them to thrive and succeed. We also provide pro bono coaching for EthicalCoach supporting global women leaders in the international development sector. Find out more about our team [here](#).

Polaris is an equal opportunity organisation committed to providing equal opportunity in its services without regard to race, sex, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability, marital status, genetic information, and/or status as a veteran.



“ The facilitators were great in guiding us through the different sessions and action learning sets. Thanks to their effective approach, the sessions were always interactive, which helped us to get the most out of the programme. ”

Programme Fees

The standard programme fee is **HK\$45,000** per person. Various discounts are available.

The enrolment fee covers all tuition as well as executive coaching, programme related materials and access to the online Community of Practice.

Programmes for large groups and organisations

We work with large groups, organisations, and leadership teams to deliver tailored development experiences for leaders of all genders. Contact us for a customised proposal that meets your organisation's needs.

[MORE INFO](#)

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