



Women in
Flood and
Coastal Erosion
Risk Management



WOMEN IN FCERM GROUP MENTORING PROGRAMME

MENTORING TOPICS 2024/25

| Personal skills: Personal Presence and Confidence | |
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| Aim | Building, creating, and sustaining your personal presence and confidence so you can go out there and do what you need to do brilliantly. |
| Discussions may include | <ul style="list-style-type: none"> • What is personal presence? • The art of saying “no” • Presenting yourself confidently in a virtual workplace • Speaking up in meetings • Imposter syndrome and strategies to manage it • Managing challenging situations and holding difficult conversations • Being assertive • Dealing with and learning from negative comments, failure or setbacks • Building self-belief • Sharing and building on your success • Networking and how to make it work for you • Building your “personal brand” • Personal resilience and wellbeing • Learning about ourselves: values, personality types, strengths, and motivations |
| Personal skills: Speaking in Public | |
| Aim | Learning new skills and developing your confidence in public speaking, presenting, and networking. |
| Discussions may include | <ul style="list-style-type: none"> • Developing and delivering an effective presentation • Being an engaging public speaker • Presenting virtually - dealing with IT failures • Managing confidence and nerves when presenting • Imposter syndrome and strategies to manage it • Building trust and engaging with an audience • Understanding the audience – presenter relationship • Ways to structure oral presentations • Networking and how to develop your network group • Chairing meetings • Facilitating workshops/training |
| Personal skills: Personal Resilience | |
| Aim | Understanding and developing new skills to maintain and improve your personal resilience. |
| Discussions may include | <ul style="list-style-type: none"> • What is personal resilience and how can you build it? • Learning about ourselves: values, personality types, strengths, and motivations • Organisational skills / routines to improve general resilience • Imposter syndrome and strategies to manage it • Building confidence and self-belief • Importance of asserting boundaries |

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| | <ul style="list-style-type: none"> • Understanding and developing our emotional intelligence • Managing challenging situations and holding difficult conversations • Dealing with and learning from negative comments, failure or setbacks • Celebrating, sharing, and learning from success • Sharing your strategies with others and learning from them to test and create your own Personal Resilience Toolkit |
| Career Progression: How to get ahead in your career (separate groups for Navigating your Early Career/ How to get ahead in your career for those looking for Promotion and Progression) | |
| Aim | Sharing advice and experience on looking for, and taking forward, opportunities to progress your career. |
| Discussions may include | <ul style="list-style-type: none"> • Building confidence and personal presence • Personal resilience and wellbeing • Making the most of your current role • Setting goals, seeking promotions and planning next steps • Interview techniques and demonstrating you are the best candidate • Effective networking and building your network • Building your “personal brand” • Continuous learning and chartership advice • Learning about ourselves: values, personality types, strengths, and motivations • Seeking and building on feedback to understand how others view you • Developing your own mentoring skills • Creating a career road map and how to achieve it • Building your organisational / sector awareness |
| Career Progression: Developing as a line manager (separate groups for aspiring or new line managers, and for existing line managers) | |
| Aim | Developing confidence and skills to become an effective, supportive and trusted line manager. |
| Discussions may include | <ul style="list-style-type: none"> • Managing challenging situations and holding difficult conversations • Using the GROWTH model for coaching conversations • Providing and receiving feedback – the good and the not so good • Managing appraisals and performance conversations and how to prepare • Setting goals/priorities for staff and how these are measured • Managing your time (and your teams’ time) effectively • Career progression and managing upwards • Motivating teams • Management versus technical development • Meeting tips and tricks - different formats, engaging a quiet audience etc. • Managing a dispersed team • Learning about ourselves: values, personality types, strengths, and motivations • Seeking and building on feedback to understand how others view you • Building your organisational / sector awareness |

Career Progression: Becoming an effective leader (separate groups for new leaders and those working in or towards a senior leadership role)

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| Aim | Understanding and learning what makes an effective, confident, inspiring leader (note - this is different from developing as a line manager). |
| Discussions may include | <ul style="list-style-type: none"> • Understanding different leadership styles and perspectives. • Learning about ourselves: values, personality types, strengths, and motivations • Seeking and building on feedback to understand how others view you • Building personal confidence • An introvert or extravert in leadership? Does it matter? • Thinking strategically • Confident decision making • Overcoming the challenges in a male dominated environment. • Influencing and persuading and bringing people along with you • Managing challenging situations and holding difficult conversations • Conflict resolution • Navigating workplace politics • Negotiation skills • Personal Presence and how to engage with an audience. • Challenging assertively and confidently • Management Skills: Effective delegation, prioritisation, resource planning and managing expectations • Work-life balance • Building your personal brand • Networking and how to make it work for you • Building your organisational / sector awareness |

Career Progression: Women in Field Operations - Developing our outdoor skilled workforce

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| Aim | Building and sustaining your personal presence and confidence so you can overcome the challenges of a male dominated workforce |
| Discussions may include | <ul style="list-style-type: none"> • Overcoming the challenges in a male dominated environment. • Building personal presence and confidence • Managing challenging situations and holding difficult conversations • Being assertive • Dealing with and learning from negative comments, failure or setbacks • Personal resilience and wellbeing • What is your career road map and how to achieve it • Influencing and persuading and bringing people along with you • Sharing and building on your success • Networking and making it work for you |

Work-Life Balance: Being an older woman in the workplace

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| Aim | Building confidence to continue your career development and face challenges of being an older woman in the workplace |
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| Discussions may include | <ul style="list-style-type: none"> • Work life balance - personal health, caring responsibilities • Developing (and recognising) skills without changing jobs • What barriers might exist - self-imposed or real • Learning from younger colleagues • Networking and making it work for you • Personal resilience and wellbeing • Dealing with and learning from negative comments, failure or setbacks • Sharing and building on your success • Developing your own mentoring skills |
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Work-Life Balance: Work-Life balance

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| Aim | Sharing advice, support and guidance on how to make the work-life balance work for you |
| Discussions may include | <ul style="list-style-type: none"> • Flexible working and what opportunities this presents • Knowing your rights • Managing expectations of others • Managing challenging situations and holding difficult conversations • Being assertive and the art of saying “no” • What barriers might exist - self-imposed or real • Prioritising your personal and professional development • Personal resilience and wellbeing • Managing your time (and your teams’ time) |

Work-Life Balance: Part-time working and career progression

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| Aim | Sharing advice, support and guidance on how to progress your career and work part-time. |
| Discussions may include | <ul style="list-style-type: none"> • Learning about ourselves: values, personality types, strengths, and motivations • Exploring flexible working opportunities • Job sharing; how to make it work for you and your team • Managing working routine when part-time • How to have it all - career progression and parenting • Developing (and recognising) skills without changing jobs • Achieving job satisfaction and make the most of your current role • Being assertive and the art of saying “no” • What barriers might exist - self-imposed or real • Prioritising your personal and professional development • Management Skills: Effective delegation, prioritisation, resource planning and managing expectations |