

THE GLASS LIFT

ELEVATE

Creating inclusive leaders

www.theglasslift.co.uk

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About The Glass Lift

At The Glass Lift our vision is to increase equality, diversity and inclusion in the workplace by changing the face of leadership.

Balanced and inclusive leadership at senior level increases organisational performance, yet despite the drive for change, progress is slow. At The Glass Lift, we apply the science of Psychology to accelerate the pace of change. We do this by developing inclusive leaders who release the talent and potential of all people, irrespective of gender, ethnicity, sexual orientation, age or disability.

We develop inclusive LEADERSHIP, CULTURES and COMMUNITIES.

Our core expertise is gender balance but we also work with partner Psychologists and organisations to support people from BAME and LGBT communities and people with disabilities. We support organisations to develop all potential leaders and create dynamic and inclusive work environments. We do this in three ways:

ELEVATE is our inclusive leadership development programme designed to support ALL aspiring leaders to progress their careers to senior level. ELEVATE can be tailored to the needs of your organisation and we actively encourage diversity on our programmes.

INTEGRATE helps leaders understand how an organisation's culture, structures and processes hinder equality, diversity and inclusion. We undertake research to identify, recommend and implement tailored INTEGRATE solutions that create an environment where ALL people thrive.

COLLABORATE is a community of influencers and change agents working together to increase balanced and inclusive leadership. COLLABORATE members include The Glass Lift alumni, leaders, role models, mentors and spokespersons from a range of organisations and sectors.

Why ELEVATE?

ELEVATE is an innovative and proven leadership development programme designed for ALL talented and aspiring people. It is available to organisations committed to improving leadership capability and equality, diversity and inclusion at senior level.

Our Members are men and women with high potential. ELEVATE is different because firstly it has a track record of success and secondly, we aim to achieve gender balance on ELEVATE cohorts. We also actively encourage talented participants from other groups under-represented at senior level, especially those from the BAME and LGBT community.

ELEVATE has been designed by our Occupational Psychologists who are experts in leadership and inclusion. The content inspires and equips our Members to progress their careers. It mixes key leadership concepts with an understanding of the barriers women and other under-represented groups face on the path to leadership, so enabling them to become effective and inclusive leaders.

“ The ELEVATE programme is in a class of its own – innovative thought provoking and challenging. ”

TANYA CORSIE
Chief Operating Officer, Iken Business Ltd.

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ELEVATE benefits and outcomes

Through our ongoing programme evaluation and feedback from Members, we have evidence that ELEVATE benefits both Members and their organisations.

We have seen ELEVATE Members:

- Believe they are effective leaders and drive their career forward.
- Apply new leadership skills to positively impact their own and others' performance.
- Work together collaboratively to tackle complex problems and drive organisational growth.
- Understand how to maximise talent and galvanise the people they work with to drive productivity.
- Take on new roles and promotions, in some cases not just once but twice.
- Be inspired to work across boundaries to drive efficiency and deliver change.
- Commit to realising the talent of all people they work with to create an environment where all people thrive.
- Understand the importance of ensuring the wellbeing of their people.

We have seen ELEVATE organisations:

- Increase their leadership capability and realise untapped potential.
- Move towards more balanced and inclusive leadership.
- Benefit from the results of better decision making and greater innovation.
- Improve levels of staff engagement and retain talented leaders.
- Develop a strong and more diverse leadership talent pipeline.
- Establish a network of role models to inspire other talented and aspiring leaders.
- Create internal change agents who increase equality, diversity and inclusion.

Content and structure

ELEVATE content is based on the best research and knowledge of leadership, equality, diversity and inclusion at work.

We use learning methods that are experiential, practical and grounded in real work. Each ELEVATE cohort consists of up to 12 individuals who work together in a confidential environment. The programme runs over 18 months, Members are matched with other Members according to their level, knowledge, skills and/or experience.

ELEVATE is a comprehensive leadership development programme that inspires behaviour change over time. Its content and format can be tailored to meet the needs of our client organisations. Standard ELEVATE includes a mix of:

ELEVATE Workshops: Four face-to-face workshops give Members the chance to learn with other cohort Members and to meet with Critical Friends and The Glass Lift team. Workshop content informs and challenges members as they develop their knowledge and practice of leadership.

Critical Friends: Our experienced Occupational and Business Psychologists guide, challenge and provide personal support and development to Members throughout the programme. Critical Friend support is on a one to one basis and in a confidential setting.

ELEVATE Member Area: The Glass Lift Member Area is an online learning hub for Members. Resources include an extensive range of the latest and best research, articles, news and views and other online resources to support the programme.

ELEVATE Events: The Glass Lift ELEVATE Events are held regionally and are a mix of early evening events and daytime Masterclasses. The events offer Members the chance to hear from inspirational guest speakers and the opportunity to network with The Glass Lift community.

Accreditation

The Glass Lift is an approved Institute of Leadership Management (ILM) Centre. Members may opt to gain the ILM Level 5 Certificate in Leadership & Management.



The
British
Psychological
Society

Chartered Psychologist

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Our clients

Our experience includes diagnosing, designing and delivering large scale projects for global and national organisations including companies in the IT sector, professional services, telecoms, media, energy, finance, hospitality, retailing, health, local government, charities and higher education. The Glass Lift is currently working with organisations from the private, public and voluntary sectors including:

- Various NHS Trusts and organisations
- South West NHS Leadership Academy
- The Met Office
- Devon & Cornwall Police
- Iken Business Ltd
- NDTI
- Centre for Sustainable Energy
- Bath & North East Somerset Council
- Devon & Somerset Fire & Rescue
- Southern Water
- World Association of Nuclear Operators
- Dentsu Aegis Network



Contact us

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