



**Centre  
of Learning**  
Learn. Connect. Grow.

a part of **W** The **WiB** Group

# Professional Development Programmes 2024



Partners:





## What is the Centre of Learning?

At the Centre of Learning we are passionate about encouraging women to climb the ladder of success both personally and professionally at all stages of their career, whilst actively encouraging allyship.

We develop and deliver practical and bespoke programmes for professionals and leaders from all different industries, whilst also supporting organisations seeking tailored internal training, coaching and HR consultancy.

The Centre of Learning is part of The WiB Group, an umbrella group of social enterprises that are dedicated in the mission to help create a prosperous, inclusive economy for Northern Ireland.





# What makes our programmes different?



Tailored content which is **relevant to today's working world**



Programmes to **address the challenges and barriers** often faced by women



Insights and advice on best practice as well as key tools from **industry leading facilitators**



External training provides the **opportunity to connect and learn with like minded women** outside of your organisation



Engaging programmes with **practical tools which can be applied immediately** to support continued development



**Discounted rates** for Women in Business, CBI and Northern Ireland Chamber members.



Partners:



# What makes our programmes different?



In the past 4 years...

4,000 women have been supported through the Centre of Learning.

**4,000**

We have engaged with over 400 women who want to re-enter the workplace.

**400**

Over 200 cross-sector organisations have taken part in programmes.

**200**



**800**

Over 800 mentees have been supported through the Mentoring Programme.

**350**

350 business owners & professionals volunteer as mentors.

**9.5**

Av. NPS score of 9.5 for programme content & delivery from Mar 23 - Apr 24.



# Our customers

Since commencing in 2019, we have had the privilege of providing training support to over 2500 individuals and 200+ organisations from different sectors.

Learning from diverse individuals across industries offers delegates a safe space to discover themselves, break away from group-think, understand varied business landscapes and share unique perspectives for enhanced growth and learning.



Partners:



# The Business Imperative



Learning and development is an essential strategic imperative for organisations to **attract, develop and retain their future leaders.**

## Retention

According to LinkedIn's Workplace Learning Report, 94% of employees say they would stay longer at a company if it invested in their learning and development.

## Employee attraction & recruitment

According to SHRM 83% of HR managers said training is beneficial for employee attraction, with 59% of Millennials saying learning and growing are extremely important when applying for a job.

## Employee well-being

A Westfield Health study found 51% of UK workers nearing burnout. Our Centre of Learning programmes offer a safe space for networking, sharing experiences and receiving practical tools for work-life balance.

## Improved performance & greater company output

59% of employees say training improves their overall job performance which results in improved company results. (SurveyMonkey).





# Our programmes

2024 - 2025 Schedule



## Empowering Women in Leadership

The Empowering Women in Leadership programme is designed to help you to become truly effective in business.

Command the boardroom and receive the tools and techniques to build your leadership capacity at all levels through impactful presentations, personal branding, change management and behaviours.

**A 4 part virtual programme, delivered by Una McSorley | Marcomm Training.**

May | Jun | Nov

## Equipping Managers for Success

Develop essential management skills to lead with confidence, integrity and purpose.

Build emotional intelligence and learn how to overcome self-limiting beliefs, communicate with confidence, understand how to use a coaching style to improve engagement and performance and have 1-2-1's that work.

**A 1 day in person programme, delivered by Penny Toogood | Proclaim Consulting.**

May | Jun | Oct | Nov | Mar

## Assertiveness in Action

Boost confidence, tailor communication and navigate challenges with ease. Elevate your presence and achieve success through assertive action.

Join the Assertiveness in Action programme and be equipped with practical tools to confidently express yourself, set boundaries, tackle challenges, recover from setbacks and build a healthier mindset.

**A 1 day in person programme, delivered by Andrew Toogood | Proclaim Consulting.**

Jun | Nov | Feb



Find out more: [centreoflearningni.com](https://www.centreoflearningni.com)

# Our programmes

2024 - 2025 Schedule

## **EmpowerHer: Plan, Profile, Progress**

Gain the knowledge and tools needed to navigate your personal and professional journey with confidence, resilience, and a strong sense of purpose. EmpowerHer is a programme that empowers young women to unlock their full potential, build their profile for progression, speak up with confidence and enhance their career.

**A 1 day in person programme delivered by Jules Black | Linkubator.**

Jun | Nov | Mar



## **Excel Essentials**

Whether you are just learning or refreshing your skills, get to know the basics of Excel through this programme.

Learn how to format data for reports and presentations, use formula and functions for budgets and targets to become more confident using Excel.

**A 2-part virtual training programme delivered by Louise Friel | Desktop Genie.**

Apr | Sep | Jan

## **Advanced Excel Essentials**

Unlock the potential of Excel. Save time and gain tips to become more proficient using the spreadsheet system.

Examine how data can be successfully manipulated and analysed, investigate advanced data analysis and functions, get an introduction to macros and Visual Basic for Applications.

**A 2-part virtual training programme delivered by Louise Friel | Desktop Genie.**

Jun | Dec | Mar



# Our programmes

2024 - 2025 Schedule



## The Mentoring Programme

Support for women at all stages of their career or business development through a professional 12-month relationship based upon trust and respect.

**A 1 year programme, sponsored and delivered by Advance Coaching. Onboarding is completed virtually for mentees and mentors.**

May | Oct | Jan

## Reflect and Reboot - Resilience Workshop

Receive the tools to strengthen your well being and resilience towards workplace challenges and personal opportunities.

Experience tried and tested coaching techniques to build resilience, overcome imposter syndrome, challenge the inner critic, identify stress patterns, handle workplace challenges, and tackle difficult relationships with increased confidence.

**A 1 day in person programme delivered by Sarah Travers | Bespoke Communications.**

May | Nov | Feb

## Back to Business | Maternity Returners Programme

This is a dynamic 3-month reboarding programme for female employees returning to work from Maternity Leave.

Topics help individuals increase in confidence, understand their communication style, perceptions, and behaviours, build resilience, understand tools to improve work-life balance and look at their career goals.

**A mix of face to face and 1-2-1 virtual coaching sessions, delivered by Una McSorley | Marcomm Training.**

Apr | Oct | Feb

# Our programmes

2024 - 2025 Schedule

## Shaping the People Agenda

Stay ahead of the evolving business landscape and develop essential aspects of HR leadership, including strategic planning, hybrid working, talent management, employee engagement and organisational development with coaching sessions.

**A 3 month programme, delivered by Michele Larmour, Joanne Kelly and Ulster University.**

Apr | Oct

## Influencing and Negotiating with Confidence

Successfully form and leverage relationships, challenge negative self-talk which undermines confidence and excel in the art of negotiation and influencing.

Navigate negotiations successfully while building meaningful connections and overcome negative self-talk. Learn how to establish and leverage relationships with key stakeholders, maximise your ability to achieve your objectives and create win-win solutions.

**A 1 day in person programme, delivered by Una McSorley | Marcomm Training.**

Jun | Oct | Feb

## Present with Power

It's not always what you say, sometimes it's about how you say it. Make an impact and connect with stakeholders through your presentation skills.

Receive the tools and techniques to reduce presentation preparation time, overcome performance anxiety, tailor your presentation to the needs of different stakeholders and connect with audiences in a hybrid world.

**A 1 day in person programme, delivered by Camilla Long | Bespoke Communications.**

Apr | Jun | Oct | Feb | May





# What others have to say

## Catherine AFLAC NI

I started this programme just before I returned to work. It was great to hear the experiences of other mums and get some valuable coaching along the way. When I started back at work, I was able to put into practice some of the things we discussed in the sessions and be more impactful early on in my return. Una and Gerry were great and the online coaching sessions were tailored to my needs and gave me the tools I needed to feel more confident when settling back into the job.



## Pauline Automated Intelligence

The Empowering Women in Leadership programme was packed full of insights and learning, I have taken so much from it that I will be able to implement into how I work to be more effective in communication and leadership. I plan to use some of the exercises to pass on the empowerment to other future female leaders in our business!

# What others have to say

## Margaret NIE

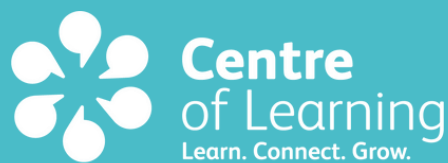
The EmpowerHer programme was fantastic! It was such a great opportunity to connect and build a supportive network with other females here in Northern Ireland. It was such a thought provoking session where I have gained such an insight into so many areas and tips on how to improve. It has undoubtedly helped me to understand my own personal values and motivations. One of the best programmes I've had the pleasure of being involved in and would definitely recommend!



## Carolyn Eakin Healthcare

I really enjoyed taking some time out of my busy schedule to attend the Equipping Managers for Success. Penny's presenting style was brilliant. She encouraged us to contribute our thoughts and experiences but didn't force it which helped keep things moving. I'd recommend it to anyone looking for some new inspiration and guidance on their journey as a manager.

# Contact the team



Start your journey to learn, connect and grow today.



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