



*Embrace your
true potential.*

CAREERVISION Kennedy

What is WiLD?

WiLD (Women in Leadership Development) is an immersive and engaging 6-month programme that takes participants on a journey of exploration and self-actualisation.

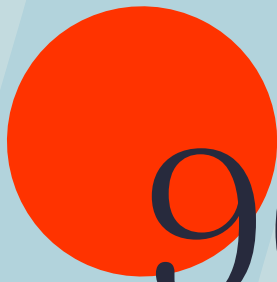
We offer women a safe and non-judgmental space to reveal and develop their inherent leadership abilities, empowering them to cultivate their unique leadership approach.

Our Mission

- To inspire and empower females to recognise and embrace their individual strengths and unique interpersonal approach
- To awaken a deeper sense of self-assurance and self-value in each female
- To motivate individuals to uncover and amplify their inherent leadership voice



Unleashing Potential



96%

of participants
noted a significant
boost in leadership
skills confidence.

55%

of participants
made upward
career moves
within a year.

WiLD has empowered our female talent to lead with confidence, leverage their unique strengths and further evolve our network of female leaders within our organisation. This programme has been a game changer for women aspiring to make a lasting impact in people and individual leadership roles.

Liz O'Mahony | Senior HR Director | BioMarin

WiLD Programme Framework

Blended Delivery

WiLD is delivered through a mix of in-person and virtual sessions over a 6-month period, offering a rich learning experience tailored to each cohort.

Intimate Learning Groups

To maximise peer learning and engagement but also allow for intensive coaching and mentoring, our groups are limited to a minimum of 12 and a maximum of 16 participants.

Rich Data Gathering

Self-actualisation begins with getting to know yourself on a deeper level. All WiLD participants complete a number of assessments pre and post-programme to gain in-depth appreciation of individual style and strengths; and to gather insights on female participation in leadership.

WiLD Workshops x3

We believe that every voice contributes and every story matters. These 3x half-day workshops will shine a light on the value of each person's distinct strengths in a fun, safe and easeful environment.

WiLD Connect Sessions x4

These 1 hour themed Connect Sessions (4) serve to embed the learning from the workshops and build the foundation for the WiLD Network within your organisation.

1-1 Coaching x3

Access to a range of accomplished coaches who will partner with you on topics relevant to you, at each stage of your journey.





Program Journey: Re-imagine, Embody, Activate

At the core of the WiLD programme are three half-day interactive workshops:

1. Re-Imagining Leadership

- Establishing a safe, holistic environment
- Shifting the narrative on women in leadership
- Dispelling leadership myths

2. Embodying Leadership

- Appreciating your leadership strengths and unique style
- Shifting from a deficit to a strengths-based focus
- Raising voice and visibility

3. Activating Leadership

- Stepping forward with greater confidence and clarity
- Self-advocacy and WiLD Network support
- Boldly shaping your destiny



WiLD Network

Post-programme, we facilitate the establishment of the WiLD Network within the organisation. Supported by their peers, all graduates can enjoy the benefits of ongoing guidance and mentoring from successful like-minded women at all stages of their career.

Past participants have found this powerful network to be hugely valuable, both as a source of support and as a sounding board for future endeavors.

“The impact of WiLD is evident in the number of female leaders emerging within our company. These women have not only considered leadership roles but have excelled in them, contributing to the overall success and diversity of our leadership team.”

Martin O’Leary | Head of HR | Sanofi

Benefits of WiLD

For Individuals

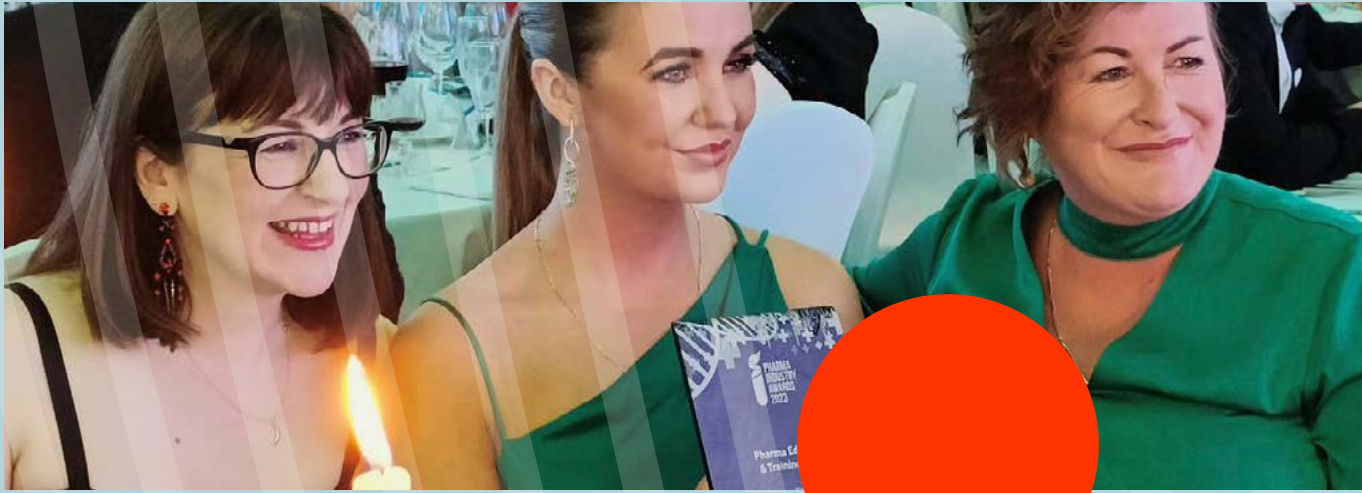
A Transformational Shift in Mindset

Through the lens of Appreciative Inquiry, women will walk away with insight into their performance power and potential, a comprehensive leadership vision, a practical plan and the mindset to achieve their leadership goals.

“I feel like my eyes have been opened – this programme has unravelled the obstacles that I believed would hinder me from being what I thought was an effective leader. I now know that I can be my authentic self AND an amazing leader, it’s like a weight lifted off my shoulders.”

WiLD Programme Participant





Benefits of WiLD

For Organisations

Drive a meaningful increase in female representation

WiLD enables decision-makers to tackle the leadership imbalance head-on by giving their most talented female associates the tools and space to develop their own unique leadership style.

Organisational insights and recommendations on female leadership

At the beginning of each programme, we conduct a participant intake survey to measure sentiment around women's leadership, perceived obstacles and key development focus areas. At the conclusion, we share these insights, along with recommendations on how to enable greater female participation at leadership level across the organisation.

*WiLD Net
Promotor
Score*

88 NPS

Who Are We?

WiLD is run collaboratively by CareerVision and Kennedy Insights. We believe that every organisation has the potential to inspire an engaged, creative, motivated and productive workforce. Our mission with WiLD is to combine our expertise in leadership development, culture, diversity and organisational design to create an enriched and impactful learning experience, benefitting individual participants and the organisations we support.



Elaine Gennery

Founder of CareerVision

Elaine is an accomplished Coach, Facilitator, and Learning and Development Strategist who has worked with a diverse range of global and Irish organisations. Her extensive experience includes deciphering development needs, designing impactful interventions, and coaching diverse teams, senior leaders, and aspiring female leaders.

Elaine's academic qualifications include an MSc in Career Management and Counselling from the University of London, as well as a BA in Human Resources. In addition, she is a certified Thinking Environment, Insights Discovery and Gallup Strengths Facilitator.

CAREERVISION



Dr. Margaret Kennedy

Founder of Kennedy Insights

Margaret's journey began as an entrepreneur at 20, giving her a grounded understanding of organisational dynamics. She is a trusted advisor, mentor, and coach who connects deeply with individuals, igniting their ambition and helping them realise their full potential. As a culture and leadership consultant, Margaret has worked with teams globally, fostering environments where individuals achieve remarkable growth and organisations experience transformative success.

Margaret holds an MA in Applied Social Research Methods and a PhD in Sociology. She is an Associate Lecturer in Sociology and Qualitative Research Methods. Additionally, she is a Gallup Certified Strengths Coach.

Kennedy

WiLD

The WiLD program collaborates closely with organisational leaders to ensure that all participants receive the required support to actively engage in the programme. This also aids companies in nurturing diverse talent and strengthening their teams.

For enquiries on integrating WiLD into your wider DEI initiatives, reach out by email.

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info@kennedyinsights.com

