

CITY
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CITY HIVE'S CITY STARS PROGRAMME

Developed by the 'The Female Capitalist'[®] Christine Brown-Quinn and City Hive Founder and CEO Bev Shah, this programme is designed to retain mid-career talent by helping professional women who feel in some way stuck or directionless but eager to take their career to the next level.



A NETWORK FOR CHANGE

WHY IS THE CITY STARS PROGRAMME NEEDED?

There is a fairly straightforward formula for career success: hard work and delivering quality performance.

Or is it? The most misunderstood issue in building a career is the belief in a one-dimensional meritocracy. Yet, so many of us simply keep our heads down and do a great job, believing we will eventually be recognized for our talents.

At the beginning of their career, when delivery and completion of tasks are paramount, women often excel. By mid-career, however, they can experience a slow-down in the rate of pay and promotion, which cannot be simply explained away by maternity leave or a system based purely on meritocracy.

So what is happening here? First and foremost you have to take full ownership of your career so that you can shape it in a way that keeps you fully engaged and aligned to a changing competitive environment.

There is an easy way to go about this – without adding more hours to an already long day – but it does require a fresh approach and a new way of thinking.

While hard skills are perhaps more obvious and achievable, the soft skills critical to career progression are often overlooked. The City Stars programme therefore, addresses the issue of career ownership and strategic positioning as well as the critical soft skills to move a promising career forward.

Why your firm should take part?

Our City Stars Programme provides an opportunity to sponsor the development of talented and ambitious women in your organisation, increasing their own personal development and also their ability for greater impact in their role and on the business.

This is a practical way for asset and investment management firms to cultivate their pipeline of women into leadership roles, closing the 'gender pay gap' and reaping the rewards of retained skills, knowledge and experience within the business.

THE CITY STARS PROGRAMME EXPLAINED

The City Stars Programme equips mid-career women with:

- A greater awareness of their personal talent and potential (aligned strategically to the business)
- An increased sense of ownership of their career now and in the future
- A solid foundation of skills and strategies to navigate the complexity of business and organisational life
- A support network of like-minded women working in the same industry
- A clear endorsement from their company's management that they matter to the success of the organisation

The all-female 5-week programme instils delegates with the confidence to elevate their career to the next level; with company 'sponsorship' a key contributor to this.

Sponsorship benefits companies by creating more effective and committed teams and fostering a 'pay it forward' mentality that makes employees feel valued and supported. The drinks reception is an opportunity for attendees to invite their line managers, senior management team or company sponsor.

An important part of the programme is the cross-company support network that is fostered among the City Stars cohort. For this reason, the number of attendees from the same company is limited to three, and the application process ensures a balanced, optimal mix of professionals from the investment and asset management sector.

Programme includes:

- Pre-programme exercises
- Kick-off dinner to meet the cohort and faculty
- Followed by 4 weekly evening workshops
- Inter-programme project work
- Final workshop with drinks reception

More about our partner The Female Capitalist:



Christine Brown-Quinn is a former Managing Director in International Finance, now an author, speaker and consultant helping women to develop business strategies so they can thrive in their careers. Well versed in what it takes to forge a thriving career in highly pressurised, alpha environments, Christine is known as 'The Female Capitalist'®.

She is author of Step Aside Super Woman – Career & Family is for Any Woman and co-authored the chapter "How to Self-Promote Without Losing Self-Respect" in 101 Great Ways to Compete in Today's Job Market.

She is a Board Member of The George Washington University School of Business Dean's Board of Advisors.



£2,750 (EXC. VAT / PER PERSON*)

NEXT COHORT: **OCT 2019**

To book or for more information please contact:
hq@cityhive.co.uk

KEY OUTCOMES & TAKEAWAYS

Through the highly interactive workshops, each City Star participant will discover the five-key business-savvy strategies that really matter to career progression.

1

Navigate your career strategy through change

- What to expect from the 'new normal' and how it will impact you
- The one key secret to successful conversations with your manager in today's workplace
- The relevance of the rise of non-linear career paths
- Why work & life are actually complementary rather than in conflict
- How to successfully apply the **S-I-S-T-E-R**
- Navigation Plan to your career

2

Unlock the secret to effective networking

- How to grow your network in natural way
- Why it's critical for others to know who you are and what direction you want to go in
- How to initiate conversations in intimidating situations
- What actions and behaviours distinguish you from the crowd
- The biggest myth about networking

3

Negotiate for win-win

- What's holding you back from negotiating and how to overcome it
- Why not asking for what you want hurts your career AND the company you work for!
- How to make negotiating feel (and look) more natural
- What the real truth is behind the biggest myths about this career-critical skill
- The power of the seven secrets to successful negotiating

4

Handle challenging conversations

- How to prepare for tough talks the right way
- Why having that difficult conversation sooner rather than later yields better results in more ways than one
- The most common pitfalls to avoid in these tricky encounters
- The crucial link between relationships and feedback
- The five top tips for tough conversations

5

Deal with difficult people

- What are the four main behaviour types and which one you can identify with
- The five most common pitfalls for de-escalating conflict
- Why listening is a key mechanism to create calm composure
- The four magic phrases to shift the focus from you to them
- How to use the top time-tested techniques for managing difficult characters



A NETWORK FOR CHANGE

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Geared towards unlocking excellence, the City Hive Academy will help your employees thrive with its suite of distinct yet complimentary skill-sharpening, knowledge-sharing, self-development services designed to elevate performance and confidence at all career levels within the asset and investment management industry.

With our motto **Alis Volat Propriis**; Latin for '**She' Flies with Her Own Wings**' – Our masterclasses and programmes are packed with imaginative, invaluable career-building content that will empower your employees to be the leaders of the future.

We aim to help you cultivate and retain your talent pipeline.

*The translation changing the gender-neutral to feminine



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