



WOMEN MANAGING WITH MOTIVATIONAL INTELLIGENCE



**The Power
Within HER**[®]

A Division of The Power Within Training

The Motivational Intelligence Company[®]
Life-Changing Leadership, Lifelong Results

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Women Managing with MQ



Why This Programme Matters

Women in management often balance competing demands: driving results, managing teams, and navigating workplace cultures still evolving on equality and inclusion. Without structured development, too many talented women face barriers that limit confidence, visibility, and progression.

This programme addresses that challenge directly. It equips women with the confidence, resilience, and practical tools to lead authentically, influence effectively, and embed inclusive, high-performing cultures.

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If you're looking to accelerate your impact and build a more resilient, motivated, and empowered team, this MQ course is an essential investment.

Nicola Jones
Caddick Construction

The Leadership Challenge

Organisations continue to lose high-potential female talent when meaningful development and progression opportunities are lacking. Leaders are often held back by self-limiting beliefs or unconscious bias, creating barriers that limit confidence, growth, and visibility. At the same time, teams lose out on innovation and stronger decision-making when diverse voices are underrepresented or unheard.

The cost is significant: higher attrition, fragile succession pipelines, and a reduced ability to compete, adapt, and grow.

Programme Framework



Session 1: MQ, Management & Vision

Understand Motivational Intelligence (MQ) and its impact. Explore management vs leadership, the need for long-term vision, and how to activate motivation and focus.



Session 2: The Role of Intelligence in Management

Discover the "Landmines of Management," learn how to prioritise effectively, build new habits, and drive high team performance.



Session 3: Pillars of Performance, Unlocking Potential

Embrace responsibility, resolve conflicts, and align goals with High Payoff Activities (HPAs), learn feedback skills to create a culture of accountability.



Session 4: Adaptability & Handling Conflict

Learn how to lead through change, respond with flexibility, and handle conflict with confidence - turning challenges into opportunities for stronger communication and team growth.



Session 5: Management Launchpad

Consolidate learning through Action Learning Sets and challenges. Define systems, behaviours, and values for effective leadership.

Who This Programme is For



This programme is designed for women in management and emerging leaders who want to elevate their leadership impact.

It is particularly suited for:

- **Mid-Level Managers** preparing to step into senior leadership roles and wanting to build confidence and strategic capability
- **Team Leaders** who want to increase their influence, inspire higher performance, and create more inclusive team cultures
- **HR, Project, and Operations Managers** responsible for guiding teams through change
- **High-Potential Talent** identified for leadership development and succession planning
- **Organisations Committed** to building inclusive, high-performing leadership pipelines

Whether you're navigating a promotion, facing new challenges, or ready to lead with greater confidence, this programme will meet you where you are and take you where you want to go.

How the Programme Works

Format:

5 live virtual training sessions delivered through Zoom. (4 × 3 hours, 1 × 2 hours)

Additional Learning:

2–3 hours of online training per module.

Self-Paced Learning:

Approximately 28 hours, pre-programme and post-programme psychometrics.

Support and Resources:

Workbooks, action sets, recordings, and coach feedback.

Accreditation:

CPD certified

Certification:



Receive a CPD-accredited digital credential and certificate to share or print, showcasing your achievement.

Funding

This programme can be funded via existing L&D or inclusion budgets. Our team can also help identify regional or sector-based funding support.



Organisational Outcomes

By embedding MQ into women's leadership, organisations achieve



Confident Decision-Makers

Women who lead authentically under pressure, strengthening culture, improving retention, and building resilient leadership pipelines.



Inclusive Cultures

Stronger employee engagement and lower attrition, driving stability, performance, and long-term growth across the organisation.



Improved Productivity

Alignment with high-payoff activities, focusing time, energy, and resources where they create the greatest impact.



Innovation Capacity

Diverse perspectives that drive creativity, sharper problem-solving, and better decision-making.



Leadership Pipeline Strength

Reduced recruitment costs and stronger succession planning, ensuring continuity and long-term organisational strength.

Why Motivational Intelligence



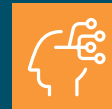
IQ:

Provides cognitive framework for problem-solving and analytical reasoning.



EQ:

Shapes understanding and interaction with people, enhancing empathy and communication.



MQ:

Integrates IQ and EQ to deliver results and achieve goals effectively.

Motivational Intelligence (MQ) is what separates intention from execution. IQ influences how we think, EQ shapes how we relate, but MQ determines whether we follow through and achieve results.

For teams, MQ is particularly powerful. It helps individuals replace limiting beliefs, embrace accountability, and stay resilient when challenges arise. Leaders with strong MQ create cultures of ownership and trust, where people don't just "do their job" but actively contribute to the success of the organisation.

By embedding MQ into our programme, we help organisations shift from compliance to commitment, building cultures where performance is consistent, collaboration is natural, and accountability is shared.

MQ White Paper



For the evidence base and references behind our approach, request our Motivational Intelligence white paper from contact@tpwtd.com or scan the QR code to download

About Us



Founded With Purpose

Founded in 2017 by James and Enas Fleming, The Power Within Training was born from a simple belief: leadership should be practical, powerful, and life-changing. They've tested what works - both in business and in life and built the company to reflect that truth.

Our approach isn't theoretical. We build everything on Motivational Intelligence (MQ): a science-backed way to overcome self-doubt, break limiting beliefs, and create real, lasting behaviour change. It's leadership designed for real life, not just boardroom theory.

Since we launched, we've supported thousands of individuals and organisations in growing stronger, clearer, and more impactful - both professionally

and personally. Our impact doesn't stay at work; it ripples through homes, families, and communities.

This isn't just another leadership training. It's designed to help you lead with clarity, confidence, and impact. Because leadership isn't just what you do, it's who you become.

Our Clients

“

Hannah Wilkinson
Caddick Construction

“I have really enjoyed completing this course, as a new manager Motivational Intelligence (MQ) was a new concept to me.

I have found the course thought provoking, informative and was delivered in a really engaging way. The course has given me a good foundation to build on at this early stage of my management career.”

“

Nicola Jones
Caddick Construction

“This course was outstanding. The insights into Motivational Intelligence (MQ) were a game-changer for me.

It had a profound impact on how I approach my leadership role, especially in balancing accountability with genuine empathy.”





The Power Within **HER**®

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Our team at The Power Within Training is standing by to ensure you get the support you need.

Whether you have a question, are interested in finding out more or looking for a proposal, we're here for you!

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