



WOMEN IN LEADERSHIP

LEADING WITH MOTIVATIONAL INTELLIGENCE



**The Power
Within HER**®

A Division of The Power Within Training

SQCF Level 7 Executive Diploma

For women ready to strengthen their confidence,
increase their visibility and lead with clarity,
courage and measurable impact

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Women in Leadership



**Step forward. Take space.
Lead with Motivational Intelligence (MQ).**

Women do not lack talent.
They do not lack ambition.
They do not lack the ability to lead.

Too often, what holds talented women back is a mix of internal and external barriers: self-doubt, lack of visibility, limited sponsorship, outdated leadership expectations, emotional overload, confidence gaps and organisational cultures that were never designed with women in mind.

This programme is designed to change that.

Women in Leadership: Leading with Motivational Intelligence (MQ) is an SQCF Level 7 Executive Diploma created for women who are ready to lead with greater confidence, influence, authenticity and impact.

This is not a traditional leadership course. It is a transformational development journey that helps women understand the mindset, beliefs and behaviours that shape how they lead under pressure, challenge and change.

Through the science and practice of Motivational Intelligence (MQ), participants learn how to identify and manage negative thoughts and self-limiting beliefs, strengthen resilience, build self-belief and lead with greater ownership, adaptability and purpose.

For participants, this programme builds confidence, voice, visibility and leadership identity.

For organisations, it strengthens female leadership pipelines, improves retention, supports succession planning and builds more inclusive, high performing workplace cultures.

**This is leadership development
from the inside out.**

**You are not behind. You are becoming.
This is your time to lead with confidence,
clarity and courage.**

Why this programme matters



The leadership gap is not about capability. It is about confidence, opportunity and support.

Across too many organisations, women remain underrepresented in senior leadership roles. The issue is rarely talent. The real challenge is the combination of visible and invisible barriers that prevent women from stepping forward, being heard and progressing into senior responsibility.

Talented women can stall because they are asked to prove themselves repeatedly, carry more emotional labour, navigate bias, manage self-doubt, and operate in systems where their leadership style is not always recognised or rewarded.

When organisations do not address this, the impact is significant:

- » High potential women leave or plateau
- » Succession pipelines weaken
- » Diverse thinking is lost from key decisions
- » Team culture suffers
- » Innovation slows
- » Future leaders do not see enough visible role models

Women in Leadership: Leading with Motivational Intelligence (MQ) helps organisations close that gap by developing the mindset, confidence and behaviours that enable women to lead authentically and effectively.

It supports women to move beyond waiting for permission, perfection or validation. It helps them lead from belief, ownership and purpose.



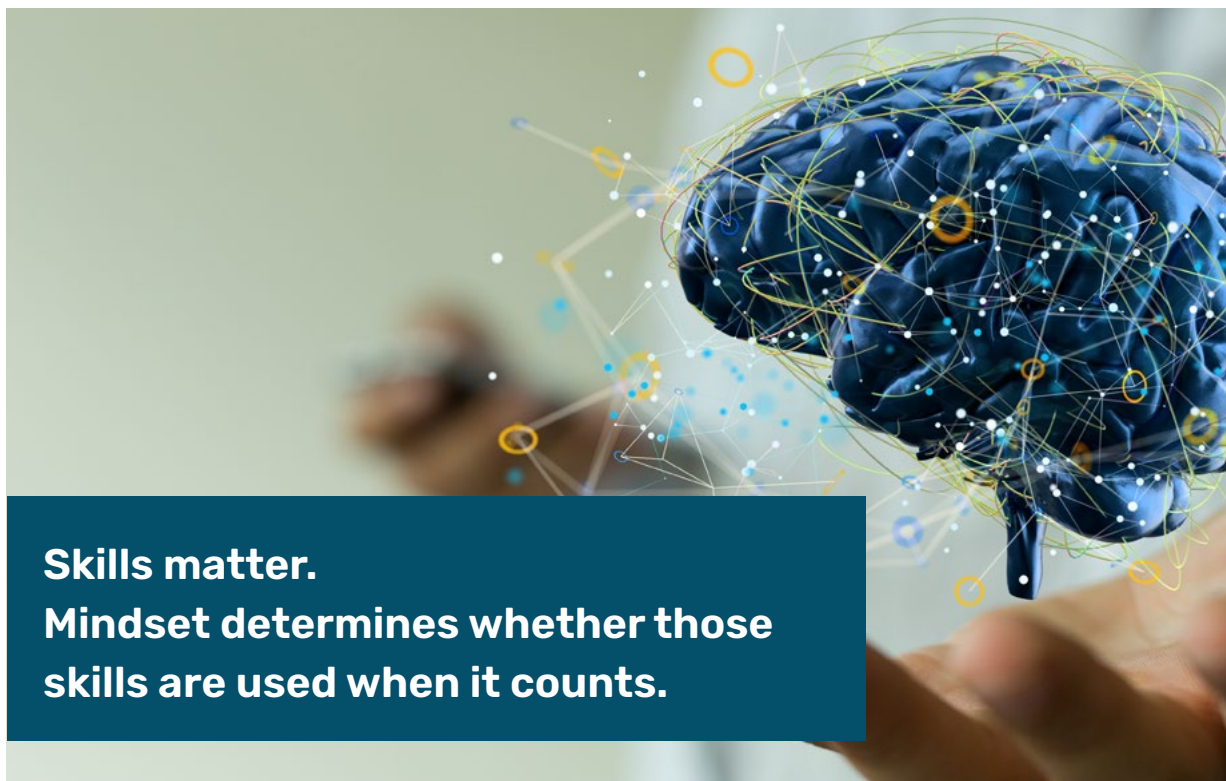
The commercial case is clear

Developing women in leadership is not only the right thing to do. It is a strategic business decision.

Organisations that invest in women's leadership strengthen their internal talent pipeline, improve retention, increase employee engagement and create more balanced decision-making across the business.

This programme equips women to lead with confidence, but it also helps organisations build the kind of culture where more women can rise, contribute and stay.

Why MQ changes everything



**Skills matter.
Mindset determines whether those
skills are used when it counts.**

Many leadership programmes focus on what leaders need to know.

Motivational Intelligence (MQ) focuses on what determines whether they act, adapt and follow through when things become difficult.

MQ is the ability to motivate oneself and others by identifying and managing negative thoughts and self-limiting beliefs to overcome obstacles.

It is the missing link between potential and performance.

Where IQ influences how we think, and EQ shapes how we relate to others, MQ determines how we respond when pressure, uncertainty, challenge or self-doubt appears.

That matters deeply for women in leadership.

Many women are already capable. Many are already experienced. Many are already carrying significant responsibility. Yet capability alone does not always create confidence, visibility or progression.

MQ helps participants uncover and challenge the belief patterns that can quietly limit their leadership impact.

These may include:

- I need to be perfect before I speak
 - I should not be too ambitious
 - I must prove myself again and again
 - If I say no, I will disappoint people
 - I am not ready for the next level
 - My voice needs permission before it has value
- MQ turns those hidden barriers into visible choices.

It helps women move from self-doubt to self-trust, from reaction to response, from hesitation to action, and from surviving leadership pressure to shaping it with confidence.



IQ:
Influences how
we think



EQ:
Shapes how we
relate to others



MQ:
Determines how we
respond under pressure

The MQ difference

MQ does not simply ask women to be more confident.

It helps them understand what is blocking confidence, then gives them practical tools to lead with greater belief, ownership and adaptability.

That is what makes this programme different.

It does not develop women by asking them to copy outdated leadership models. It helps them lead on their own terms, in their own voice, with the mindset and behaviour needed to create meaningful impact.

Confidence is not a reward you receive after everything is perfect. Confidence grows when you act with courage before comfort.

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

Who this Diploma is for



Designed for women ready to lead, progress and create lasting impact

This Executive Diploma is suited to women at different stages of their leadership journey. It is particularly valuable for:

Emerging women leaders

Women preparing for their first major leadership role who want to build confidence, self-belief and clarity before stepping into greater responsibility.

Mid-level managers

Women who already manage people, projects or functions and want to increase their influence, strengthen communication and lead with greater ownership and confidence.

Senior managers and functional leads

Women ready to progress into more strategic, executive or board-level responsibility, and who want to strengthen their presence, visibility and decision-making impact.

High-potential women in succession pipelines

Women identified as future leaders who would benefit from structured development, greater self-awareness and practical tools to support progression.

Organisations committed to developing female talent

Businesses that want to retain talented women, strengthen leadership diversity, improve succession planning and build a more inclusive and accountable leadership culture.



Who will benefit most

This programme is especially powerful for women who:

- Want to lead with more confidence and less self-doubt
- Want their voice to be heard in senior conversations
- Want to influence without losing authenticity
- Want to navigate pressure, change and challenge with greater resilience
- Want to stop waiting for permission and start leading with purpose
- Want to build a practical leadership plan that creates real workplace impact
- Want a recognised qualification that supports professional credibility and progression

“

Leading with MQ has been nothing short of transformational! It's shattered my old manager mindset and awakened a leader who now leads with purpose, clarity, and resilience. Tools I never knew I needed but now can't live without.

With Nicky's expert guidance, Motivational Intelligence has become embedded in my DNA – Welcome to evolution that nurtures confidence and fosters inclusivity to create lasting impact!

If you're a woman ready to own authentic leadership and claim your space, this is the journey for you. A life-changing shift you'll wear like couture on the runway in every walk of life.

Christine, Jordaan
Energy Specialist

How the programme works



A structured Executive Diploma built for real workplace application

Women in Leadership: Leading with Motivational Intelligence (MQ) combines live learning, reflective practice, MQ psychometric assessment, practical assignments and workplace application.

The programme is designed to be engaging, challenging, supportive and directly relevant to the realities women face in modern leadership.

Personal support is built into the learning journey, giving participants access to one-to-one guidance when they need help translating insight into confident workplace action.

“ Before joining the programme, I had little structure or direction.

From day 1, the course content made me look inwardly, arming me with strategies and insights that had a deeply positive impact on both my business and personal growth. If you are unsure of your next move, this is the course for you. It is outstanding in its content, delivery and resources.

Donna McAleese, Bid Manager
Woodvale Construction Company Ltd.

Learner journey

Virtual training

Seven live virtual training sessions delivered through Zoom. Each session is approximately 3 to 3.5 hours.

Assignments and self-paced learning

Each module includes structured application, reflection and practical workplace exercises. Participants should allow approximately 2 to 3 hours per module.

MQ psychometric assessment

Participants complete pre-programme and post-programme Motivational Intelligence (MQ) psychometric assessments to support self-awareness, reflection and measurable development.

Practical workplace application

Every module is connected to real leadership situations, helping participants apply Motivational Intelligence directly to conversations, decisions, goals, team culture and personal leadership impact.

Personal support when it matters most

Every participant has access to one-to-one support throughout the programme as required. This gives them a safe and supportive space to explore challenges, strengthen confidence, apply Motivational Intelligence MQ and stay accountable to their leadership growth.

Support and resources

Participants receive access to programme materials, learning resources, session recordings and mentor support.

Certification



Qualifications
Scotland
Approved Centre

Successful participants receive the Qualifications Scotland Executive Diploma in Leading with Motivational Intelligence.



What makes the journey different

This programme is not built around passive learning.

Participants are encouraged to reflect, discuss, apply and act. They leave each session with practical tools they can use immediately in their role.

The learning journey is designed to create momentum, not overwhelm. Each stage builds confidence, strengthens ownership and helps participants turn insight into action.

Seven Modules for Growth



Seven accredited modules designed to tackle real barriers to leadership progression

Each module develops a core area of leadership capability while connecting directly to the Motivational Intelligence (MQ) framework.



Session 1: Self-Leadership and Navigating Transition

This session builds confidence, resilience and the mindset needed for long-term success. Participants explore how to manage self-doubt, navigate transition and strengthen the inner foundations that sustain leadership performance under pressure.

Participant outcome:
Greater self-awareness, stronger self-leadership and a clearer understanding of how internal beliefs shape external behaviour.



Session 2: The Role of Intelligence in Management and Leadership

Participants explore the relationship between IQ, EQ and MQ. The session shows why MQ is critical when leading through uncertainty and why mindset often determines whether people adapt, act and follow through.

Participant outcome:
A deeper understanding of how MQ drives confidence, adaptability and leadership behaviour.



Session 3: Pillars of Performance, Unlocking Potential

This session explores the psychological and behavioural drivers of high performance. Participants examine what creates consistent excellence and how to apply those principles to themselves and their teams.

Participant outcome:
Stronger belief in human potential, greater ownership of performance and practical tools to unlock motivation in others.



Session 4: Management versus Leadership

Participants learn the difference between managing tasks and leading people. The session helps them shift from operational control to strategic influence, creating stronger buy-in, clearer expectations and better team performance.

Participant outcome:
Clearer understanding of how to balance management discipline with leadership inspiration.



Session 5: Exploring and Defining Leadership

This session helps participants develop an authentic leadership identity that earns trust and influence. They explore values, presence, active listening, coaching language and the behaviours that create credibility.

Participant outcome:
Stronger leadership identity, clearer voice and greater confidence in how they show up as a leader.



Session 6: Building a Leadership Toolbox

Participants develop practical tools for resilience, adaptability, accountability and decision-making. They explore feedback, comfort zones, self-esteem and the mindset patterns that affect performance under pressure.

Participant outcome:
Practical tools to lead through complexity, challenge and change with greater confidence and control.



Session 7: Helping Employees Develop Healthy Perspectives

The final session focuses on helping others develop more resilient and productive ways of thinking. Participants learn how thought patterns shape team culture, performance, motivation and accountability.

Participant outcome:
Ability to coach healthier perspectives, build psychological safety and create a more accountable, motivated team culture.



This programme was exactly what I didn't realise I needed.

It was energising, thought-provoking and genuinely eye-opening. Each session made me stop, reflect and rethink how I show up as a leader, and I've already noticed a real shift in my mindset and daily behaviours.

The impact has been instant. I'm already having braver conversations, coaching differently and approaching challenges with a calmer, more empowered mindset.

Mary Tait,
Bayne's Family Bakers

What participants leave with

Confidence, clarity and practical leadership tools that last beyond the programme

By the end of the programme, participants will be able to:

✓ Lead with greater confidence, clarity and presence	Participants develop the self-belief and leadership identity needed to step into rooms, conversations and decisions with greater confidence.
✓ Recognise and manage self-limiting beliefs	Through MQ, participants learn how to identify the thoughts and beliefs that may be holding them back, then reframe them into action, ownership and growth.
✓ Communicate with stronger influence and authority	Participants strengthen their leadership language, listening skills and ability to contribute in challenging or senior conversations.
✓ Navigate pressure, change and uncertainty	Participants learn how to stay grounded, adaptable and resilient when leading through difficult moments, transition or ambiguity.
✓ Build trust, accountability and psychological safety	Participants gain practical tools to shape team culture, lead better conversations and support people without rescuing or micromanaging them.
✓ Strengthen visibility and professional credibility	Participants learn to own their impact, recognise their value and step forward with a clearer leadership voice.
✓ Create a practical leadership action plan	Participants leave with a focused plan that helps turn insight into measurable workplace action.
✓ Develop a lasting leadership legacy	Participants define what kind of leader they want to be, how they want to influence others and what culture they want to leave behind.



This is not about helping women fit into old leadership models. It is about helping women lead with confidence, conviction and authenticity.

What organisations gain

A stronger female leadership pipeline and a more inclusive leadership culture

Women in Leadership: Leading with MQ delivers value at both individual and organisational levels.



A ready pipeline of women leaders prepared for progression

The programme develops women who are ready to step into greater responsibility, reducing reliance on external recruitment and strengthening succession planning.



Improved retention of high potential women

Investment in women's leadership sends a clear message: we see your potential, we value your contribution and we are committed to your growth. It builds loyalty, confidence and belonging.



Stronger decision-making through diverse leadership

When more women contribute at leadership level, organisations benefit from broader perspectives, stronger challenge, improved collaboration and more balanced decision-making.



A more inclusive and accountable culture

MQ helps leaders create cultures where people take ownership, challenge limiting beliefs, communicate openly and support one another to grow.



Reduced reactive firefighting

By strengthening self-leadership, accountability, communication and adaptability, the programme helps leaders become more proactive and less reactive.



Greater performance under pressure

Women who understand how to manage mindset, emotion and behaviour under pressure are better equipped to lead change, support teams and maintain performance during difficult periods.



Stronger employer brand

A visible commitment to women's leadership development strengthens reputation, supports talent attraction and demonstrates a meaningful commitment to equality, culture and growth.

MQ psychometric assessment

Measuring mindset. Unlocking leadership. Empowering women.

Leadership is not only about what people know.

It is about how they think and respond when faced with pressure, change, feedback or challenge. That is why the programme includes the Motivational Intelligence (MQ) psychometric assessment.

The MQ assessment helps participants better understand their mindset patterns, leadership strengths, development areas and potential blind spots.

It gives each participant a clearer view of how they currently respond to challenge, how they interpret setbacks and how their beliefs may influence their confidence, communication, decision making and leadership behaviour.



Why this matters for women in leadership

Many women are technically capable, experienced and ready for more responsibility, but may still carry limiting beliefs around:

- Visibility and self-promotion
- Confidence in authority
- Speaking up in senior rooms
- Setting boundaries
- Saying no without guilt
- Feeling ready for progression
- Believing they need to prove themselves repeatedly

MQ makes these internal patterns visible, so they can be understood, challenged and changed.

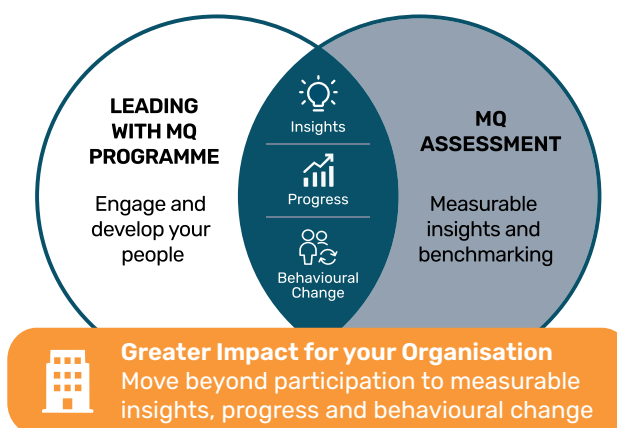


What the assessment supports

- Understand default mindset and response to challenge
- Identify belief gaps that may be limiting growth
- Benchmark resilience, adaptability and leadership agility
- Build a focused personal development plan
- Measure growth from the start to the end of the programme
- Use data to support reflection, coaching and action planning

The value for organisations

For organisations, the MQ assessment creates a stronger evidence base for development. It helps move the programme beyond participation and towards measurable insight, progress and behaviour change.



Beyond the Diploma

Continued growth, leadership visibility and long-term support

A powerful leadership journey should not end when the final session closes.

That is why Women in Leadership: Leading with MQ is designed to support continued growth beyond the diploma.

Participants retain access to learning resources, practical tools, reflective exercises and programme materials that support ongoing development.

They are encouraged to continue using their MQ psychometric insights, leadership action plans and workplace reflection tools to maintain momentum and embed lasting behaviour change.



Women Leading with MQ Community	A supportive leadership community where graduates can stay connected, share learning and continue to build confidence, visibility and professional relationships.
Quarterly Women Leading with MQ masterclasses	Ongoing learning sessions focused on confidence, communication, influence, resilience, visibility and leading through change.
Career visibility guidance*	Optional guidance to help participants communicate their leadership value more clearly in CVs, LinkedIn profiles, internal progression conversations and development reviews.
Recognition event*	A celebration of learning and progress that recognises graduates and reinforces the importance of women's leadership development across the organisation. <small>*Available on request, for single company filled cohorts</small>



The diploma is not the finish line. It is the foundation for a stronger, more visible and more confident leadership future.

The Power Within HER



**Her terms.
Her voice.
Her leadership.**

The **Power Within HER** exists to help women lead with confidence, authenticity and courage.

For too long, leadership has been shaped by structures and expectations that were not always built with women in mind. Women have often been asked to adapt, soften, overperform or wait for permission before stepping forward.

We believe it is time for a different kind of leadership development.

One rooted in mindset.

One built on belief.

One that helps women lead without apology and without losing themselves in the process.

Women in Leadership: Leading with MQ blends science with story, reflection with strategy and personal insight with practical leadership tools.

It helps participants explore the realities women often face in leadership, including:

- The internal glass ceiling
- The confidence and competence gap
- The emotional load of leadership
- Power, politics and permission
- Visibility, voice and being seen
- Influence without formal authority
- Leading through change and uncertainty
- Building supportive cultures
- Defining leadership legacy

This is not about helping women become someone else.

It is about helping them become more of who they already are, with stronger belief, sharper focus and greater confidence.

About Us



The Motivational Intelligence Company

The Power Within Training was founded by James and Enas Fleming with a simple belief: leadership and personal growth should be practical, powerful and genuinely life-changing.

We help individuals, teams and organisations build the mindset, skills and behaviours needed to lead through challenge, change and uncertainty.

Our work is rooted in Motivational Intelligence (MQ), neuroscience, cognitive psychology and social psychology, translated into practical tools that leaders can use immediately in real workplace situations.

We do not believe leadership development should be a tick box exercise.

We believe it should change how people think, how they lead, how they communicate and how they respond when things become difficult.

That is why our programmes focus on real behaviour change, workplace application and measurable impact.

Our core belief

When leaders strengthen their MQ, they become more accountable, adaptable, resilient and capable of inspiring others to take action.

They stop reacting to every challenge and start leading with clarity, purpose and courage.

They create cultures where people feel trusted, supported and responsible for their own growth.

That is what we mean by life-changing leadership, lifelong results.

Our Clients

“

Joanne, Bradley
Tilia Homes

“The Motivational Intelligence course was a game-changer for me. It gave me a deeper understanding of how mindset impacts performance, leadership, and team dynamics.

The practical tools and insights I gained have helped me lead with more clarity, confidence, and purpose. I would highly recommend it to anyone looking to grow personally and professionally.”

“

Sharon N. Marshall
Norton Marshall Ltd

“This course has been an incredible journey of not only professional tool acquisition but also as a personal development growth spurt!

Since starting the course I have applied so many of the tools to life and my overall ‘motivation’ has changed. Work feels easier and so in fact does life.

I feel more confident!”



Investment, funding and next steps

Start your Women in Leadership MQ journey

Women in Leadership: Leading with MQ is designed for organisations that want more than a leadership course.

It is for organisations that want stronger women leaders, clearer progression pathways, deeper confidence, better retention and measurable behaviour change.

It is for women who are ready to lead with greater belief, visibility and impact.



Programme investment

Pricing is tailored to your organisation. Please contact us for accurate costs for individual learners or cohort programmes, with flexible options available.



Funding support

For Scottish-based organisations, part funding may be available through business development or training initiatives. Our team can support eligibility discussions and guide you through the next steps where appropriate.



How to enquire

To discuss the programme, request a proposal or explore whether Women in Leadership: Leading with MQ is the right fit for your organisation, contact our team.

Telephone: 0330 133 2975

Email: contact@tpwtd.com

Website: www.thepowerwithintraining.com

Life-changing leadership, lifelong results



Closing message

Women do not need to wait until they feel perfect, fearless or fully ready before they lead.

They need the right support, the right tools and the right mindset framework to help them step forward with clarity, confidence and courage.

Women in Leadership: Leading with MQ gives them that framework.

It helps women lead on their terms, in their voice, with the belief and behaviour needed to create meaningful change.

This is more than a diploma.

This is a leadership movement.

This is The Power Within HER.



The Power Within HER[®]

A Division of The Power Within Training

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!

0330 133 2975

contact@tpwtd.com

www.thepowerwithintesting.com

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Training Provider
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Qualifications
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