



Managing with Motivational Intelligence



The
**Power
Within**[®]

Women in Management



Table of Contents

- 01 About Us
- 02 Our Method
- 03 The Science Behind Motivational Intelligence
- 04 Introduction
- 05 Why This Programme Matters for Women in Construction
- 06 How MQ Empowers Women in Management
- 07 Programme Overview
- 08 Session Summaries & Learning Objectives
- 09 Session Summaries & Learning Objectives
- 10 Session Summaries & Learning Objectives
- 11 Format & Duration
- 12 More Than Just a Training Programme
- 13 Unlocking Significant Benefits
- 14 Contact Us

Learn More:
<https://bit.ly/WIL-ManagingWithMQ>



About Us

At The Power Within Training, we're dedicated to redefining leadership excellence.

For years, we've been guiding individuals and organisations to discover and refine their unique leadership approach through our bespoke courses.

Our philosophy is grounded in the latest advancements in neuroscience and cognitive and social psychology. This fusion of science and strategy helps you to find your very own leadership style.

Joining our leadership training journey means embarking on a path to think **bigger**, be **better**, and achieve **more**. Our courses go beyond conventional tests.

We cultivate focused, prepared leaders who are deeply committed to fostering a positive and productive team environment.

Our commitment is to facilitate your growth and transform how you and your business confront and overcome future challenges.

We champion accountability, resilience, and adaptability in the face of change.

At the heart of The Power Within Training is a passion for igniting and nurturing tomorrow's leaders. We're dynamic, compassionate, and relentlessly pursuing positivity and lasting impact.

We believe in challenging and expanding your perspectives on business, teamwork, and personal growth. With us, you'll unlock your unlimited potential and set the stage for achievements that surpass even your wildest dreams.

Join us, and let's make real change that lasts.



Our Method

At the heart of our approach lies a profound insight into the human condition, bridging the latest in neuroscience with ground-breaking discoveries in cognitive psychology.

This intersection reveals the key to unlocking our potential, opening our minds, and achieving unparalleled success: **Motivational Intelligence**.

Motivational Intelligence (MQ) is the art of overcoming negative thoughts and self-limiting beliefs to overcome obstacles and achieve goals.

It's a concept rooted in the most pivotal and extensively researched areas of social psychology, earning awards such as a Nobel Prize and being hailed as one of the twentieth century's top ten scientific breakthroughs.

But what truly sets Motivational Intelligence apart is its ability to answer the fundamental questions of 'why?' Why do some individuals excel where others falter?

Why can some adapt effortlessly while others are paralysed by change? Why do some give up at the first sign of challenge, whereas others persevere against all odds?

Success is not solely determined by intelligence quotient (IQ) or emotional quotient (EQ). The real game-changer is a high MQ.

This form of intelligence weaves through every monumental human achievement, every overcome challenge, and every story of resilience.

The stark difference between those who succeed and those who struggle lies in their level of Motivational Intelligence.

Recognised as the third and most impactful level of human Intelligence, MQ is the cornerstone of our methodology at The Power Within Training, empowering you to go beyond your limits and craft a legacy of success.



The Science Behind Motivational Intelligence

We define Motivational Intelligence as “the ability to motivate oneself and others” and we have identified two primary routes for practising Motivational Intelligence.

First, by identifying and managing negative thoughts and self-limiting beliefs. Second, by identifying and managing human needs. To teach Motivational Intelligence to our clients, we integrate the psychological science and neuroscience of motivation into our training programmes.

Our research has found that the psychological phenomenon known as the growth mindset strongly contributes to motivation and success across several outcomes in the workplace. Therefore, teachings of the growth mindset underpin our training programmes. Beyond the benefits of the growth mindset for driving success in the workplace, the growth mindset has been shown to benefit Equity, Diversity, and Inclusion by increasing the comfort with which people of different groups interact.

The latest neuroscientific research converges upon the theory that the brain is a “prediction-making machine”.

As a result, our training programmes combine this research with research on the psychology of motivation so that we can teach our clients how to leverage their subconscious processes to inspire increased motivation in themselves and others.

Scientific research is not just distilled and taught through our training programmes; it is the foundation.

We draw upon the findings from cognitive science and psychological “intervention” research to ensure our clients remember and apply their lessons in practice, making our programmes not just informative but also highly effective.



Introduction

Welcome to the 'Women in Management: Managing with Motivational Intelligence (MQ)' Programme.

Let's face it, being a woman in the construction industry often means navigating more than just bricks and blueprints. It means breaking barriers, building confidence, and managing teams in a space that's still catching up when it comes to equality and inclusion.

That's exactly why this programme exists.

'Women in Management: Managing with Motivational Intelligence (MQ)' is designed specifically for women like you: leaders, managers, and emerging talent in the UK construction sector who are ready to elevate their impact and lead with purpose.

In an industry that's constantly evolving with new technologies, tight deadlines, and shifting expectations, strong leadership isn't just a 'nice-to-have'—it's essential.

This course is built around our powerful MQ framework, which focuses on developing the emotional and Motivational Intelligence that sets truly great leaders apart. It's about shifting mindset, unlocking potential, and giving you the practical tools to lead confidently and authentically, while staying true to who you are.

“

The course was a game-changer. It challenged my thinking, pushed me out of my comfort zone, and left me feeling energised and more confident as a leader.

– Geanina Rusu, Site Manager at Starfish Construction



Why This Programme Matters for Women in Construction

Leading Through Change, with Confidence

The construction sector is changing fast: new technologies, evolving regulations, shifting client expectations. That kind of change needs leaders who don't just cope, but *thrive*. This programme gives women in mid-level and emerging leadership roles the mindset, tools, and confidence to align day-to-day operations with the bigger picture; driving results while navigating the demands of a dynamic industry.

Building the Skills that Build Strong Leaders

Through the Motivational Intelligence framework, we focus on developing the essential elements of emotional intelligence: self-awareness, motivation, empathy, and communication. These aren't just buzzwords. They're the real-world skills that help you make better decisions, defuse conflict, inspire your team, and lead with authenticity.

Creating a Culture That Works—for Everyone

When women lead, cultures shift. And when that leadership is fuelled by MQ, the shift is powerful. You'll learn how to positively influence your team's mindset and dynamics, helping create a workplace that values trust, high performance, and shared purpose. The result? A team that's more engaged, loyal, and aligned with your company's goals.

Driving Innovation with a Fresh Perspective

Let's be honest, innovation doesn't happen by accident. It's sparked by leaders who challenge the status quo, stay agile, and see change as an opportunity. This programme helps you harness your own potential and bring new thinking to the table, because construction needs more bold, brilliant female leaders at the forefront.

This is your chance to strengthen your leadership, lead change with confidence, and carve out your space at the table



How MQ Empowers Women in Management

Managing people, navigating pressure, handling complex projects is all in a day's work for women in the construction sector. But what if you could go beyond managing, and truly lead? That's where Motivational Intelligence (MQ) steps in.

This programme equips you with the tools to lead with clarity and confidence, even in high-stakes, fast-paced environments. You'll learn how to align your team's day-to-day actions with bigger strategic goals, creating momentum that moves your whole business forward.

MQ doesn't just change how you lead. It changes how people respond to your leadership.

Incorporating Motivational Intelligence into your leadership style helps you build trust, improve communication, and inspire performance; key ingredients for creating inclusive, engaged, and high-performing teams.

And when your leadership is aligned with modern Equality, Diversity, and Inclusion (EDI) values, you're not just ticking boxes. You're leading progress.

Here's the proof: Gallup reports that organisations prioritising employee engagement see an 81% drop in absenteeism. Why? Because people want to show up for leaders who see them, hear them, and bring out their best.

And that's the kind of leader you'll become.

By embedding MQ into your leadership, you create a workplace where people don't just come to work, they come to thrive. This is about more than boosting performance (though you'll do that too). It's about shaping the kind of culture where innovation, collaboration, and resilience aren't buzzwords, they're how you do business.



Programme Overview

This CPD-certified course will unfold across five meticulously designed sessions, each targeting specific management and leadership development areas.

Blending theory with practical applications tailored for the UK construction sector, this course ensures you get the best of both worlds.

Delivered through a mix of live virtual training and self-paced online learning, it fits seamlessly into your busy professional schedule.

“

I would recommend the programme to anyone wanting to build confidence and connect with others wanting to grow both professionally and personally.

The course is great and really does give you time to reflect and adapt the way you currently show up.

Highly recommended.

- Jessica Scott, Office Manager at Vistry



Session Summaries & Learning Objectives

Session 1: Motivational Intelligence, Defining Management and Vision

This opening session introduces the concept of Motivational Intelligence (MQ) and highlights the increasing demands on leaders in a fast-changing world.

Participants explore the distinction and overlap between management and leadership, laying the foundation for how MQ empowers individuals to lead and manage more effectively.

It also focuses on Vision, the first cornerstone of MQ, emphasizing the importance of long-term thinking and clarity of direction.

Key Learning Outcomes:

- Learn how MQ helps overcome self-limiting beliefs and negative thinking.
- Understand the differences and connections between management and leadership.
- Examine the impact of rapid change and why a new approach to leadership is essential.
- Explore how a compelling vision activates motivation and focus.



Session Summaries & Learning Objectives

Session 2: The Role of Intelligence in Management

This session delves into the belief in personal and team potential; the second cornerstone of Motivational Intelligence.

Learners explore the pitfalls of poor management habits through the “Landmines of Management,” and learn how great managers align goals with performance using the HPA (High Payoff Activities) model. The focus is on shifting from reactive to proactive management.

Key Learning Outcomes:

- Identify common managerial pitfalls that limit team potential.
- Use the HPA framework to drive goal-aligned performance and consistency.
- Build vertical alignment between personal, team, and organisational objectives.

Session 3: The Pillars of Human Performance: Unlocking Unlimited Potential

Ultimate Responsibility, the third cornerstone of MQ, centres on owning one's decisions, mindset, and results.

Participants develop frameworks for time management, delegation, and conflict resolution. The concept of "monkey management" is used to illustrate how misplaced responsibility creates inefficiency and stress, encouraging leaders to empower rather than rescue their teams.

Key Learning Outcomes:

- Embrace full ownership of your actions, priorities, and development.
- Learn effective delegation strategies to avoid becoming a bottleneck.
- Manage conflict and time with purpose to sustain leadership capacity.



Session Summaries & Learning Objectives

Session 4: Defining Management and Vertical Alignment to MQ

This session emphasizes adaptability as a leadership trait essential for modern work environments.

Learners explore how to redesign their roles through job crafting and identify value-adding activities. It also introduces negotiation and feedback skills that support continuous improvement, innovation, and a no-excuse culture of accountability.

Key Learning Outcomes:

- Apply job crafting and HPA tools to make your role more impactful.
- Build skills in negotiation and influence to handle challenges effectively.
- Foster a feedback-driven culture that supports growth and accountability.

Session 5: Management Launchpad

This is a focused development session that helps participants unlock their potential, embrace responsibility, and plan change.

Through reflective quotes and interactive sessions like Action Learning Sets and the MQ Manager challenge, attendees explore real-world challenges and define key management systems for success.

Key Learning Outcomes:

- Discuss and solve real management challenges.
- Focus on the management processes to allow you to lead through MQ.
- Define the behaviours and values of effective management.



Format & Duration

Virtual Live Sessions: Each of the five sessions takes place on Zoom - four are 3 hours long, and the final session is 2 hours - offering interactive, engaging learning without the hassle of travel.

Self-Led Training: Each session includes 2 to 3 hours of self-paced online training, letting you learn at your convenience alongside your other commitments.

Total Duration: Around 28 hours per participant, plus an extra 4 hours for pre-and post-psychometric evaluations by a certified psychologist to assess your progress and impact.

“

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 at Woodvale Construction Company Ltd.



More Than Just a Training Programme

Women in Management: Managing with Motivational Intelligence isn't just another management course. It's a game-changer, for you, your team, and your organisation.

This programme is a strategic investment in the future of leadership within the UK construction industry; one that aligns cutting-edge psychological insights with the very real, everyday challenges of site meetings, shifting deadlines, and leading diverse teams.

You won't just learn how to manage, you'll learn how to influence, inspire, and lead with impact.

Built specifically for women in the sector, this training is designed to help you stand out and step up. By embedding MQ into your leadership, you'll not only elevate your own performance but shape a team culture that's resilient, adaptive, inclusive, and aligned with modern values.

This is about real leadership, the kind that moves people.

With MQ, you'll develop the mindset and skillset to meet the demands of today's construction landscape head-on. You'll discover how to drive innovation, spark collaboration, and lead through change, not by shouting louder, but by leading smarter.

This programme isn't theory, it's transformation.

It equips you with a framework that redefines how you lead, communicate, and engage with others. One that builds trust, fosters loyalty, and brings the best out of every member of your team.

Because when women lead with Motivational Intelligence, they don't just manage change, they create it.



Unlocking Significant Benefits

Stronger Communication, Deeper Connections:

With Motivational Intelligence, leadership becomes more than directing, it becomes connecting. You'll learn to lead with empathy and emotional clarity, building a culture where your team feels seen, heard, and genuinely valued. When communication flows, trust follows.

Motivation That Matters: Women often wear many hats in leadership, and this programme helps you align your team's motivations with your wider vision. You'll inspire commitment, not just compliance, fuelling a culture of loyalty, pride, and purpose across your organisation.

Leadership That Adapts and Endures: In an industry where plans change by the hour, adaptability isn't optional, it's essential. MQ strengthens your ability to lead through uncertainty with confidence and resilience, helping you guide your team with clarity, even when the path ahead isn't crystal clear.

Creative Thinking That Moves the Needle:

Let's ditch the outdated notion that leadership has to follow a script. MQ empowers you to lead with curiosity, creativity, and confidence, bringing fresh solutions to complex challenges and fostering a culture where innovation thrives.

Culture That Drives Success

This isn't just about individual growth, it's about cultural transformation. MQ helps you build a workplace where people want to excel because they feel like they belong. The result? A more sustainable, competitive, and empowering organisation, led by you.



Life-Changing Leadership, Lifelong Results

Contact Us Today!

Our team at The Power Within Training are standing by to make sure you get the help you need.

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



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