

LIGHT' HER PROGRAMME

TRAINING-COACHING FOR SENIOR WOMEN

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A difficult stage of life for women and a taboo subject

- In the United Kingdom, a survey of 3,800 women revealed that the majority of them felt that menopause had had a huge impact on their career.
- Menopausal symptoms caused 59% of respondents to take time off work because they felt less and less effective, the quality of their work was declining, and their concentration was waning.
- 18% responded that they had been absent for more than eight weeks. Half of the women who replied to the survey said that they had ended up quitting or taking early retirement. One in five women passed up a chance for promotion.

Menopause is an inevitable stage in a woman's life and is accompanied by many physical symptoms in addition to the psychological impact (anxiety, blues and even depression)

“It's as though there were a glass ceiling above me preventing me from accessing senior management positions.

Sometimes I am a little sleepy. Because I am an older woman, others think to themselves "she's at the end"”

The place of senior women remains an issue of concern

- A report by the *Conseil supérieur de l'Égalité professionnelle* (which looks at issues of equality between women and men) submitted in 2019 to the Ministry of Equality, confirms this double discrimination against senior women.
- Webinars and focus groups organised within the ENGIE Group after the first COVID lockdown, flagged up genuine difficulties in progressing from the age of 50 and a feeling, accentuated by the health crisis, of greater vulnerability due to age-related prejudices and representations.
- Despite a successful career in the ENGIE Group, some senior women find it difficult to secure leadership positions: lack of visibility, self-promotion and being a victim of age-related stereotypes

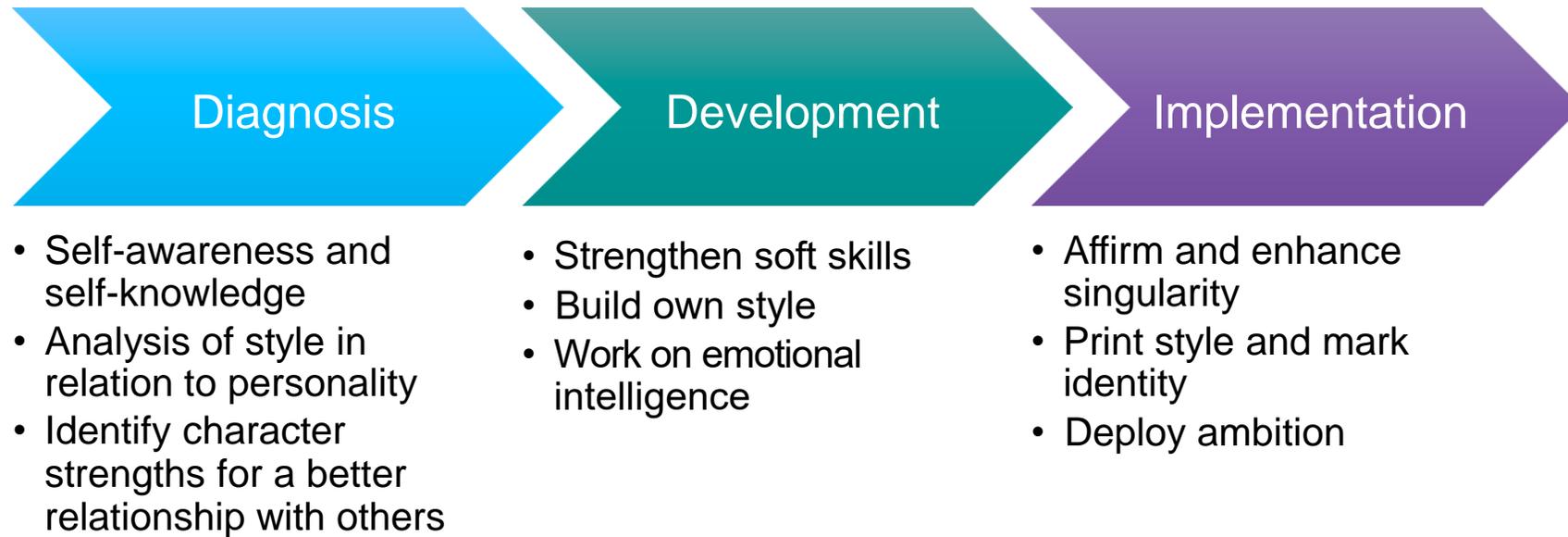
In addition to the actions already implemented on gender equality over more than 15 years, the ENGIE Group wanted to introduce a specific and unique support programme for senior women.

Aim of the Light'her programme

Showcase and emphasise the profiles of senior women, who are immediately operational, so they can take up positions of responsibility

- **Strengthen the position of senior women**, who may be more vulnerable due to age-related representations that
 - tend to see them as obsolete and outdated,
 - **Change their own limiting beliefs** so they can fully leverage their own potential.
 - **Help them develop their soft skills** and gain confidence so as to enhance their impact.
 - **Identify their strengths, style and personality** so as to enhance their singularity, enabling them to access key positions.

A 3-step Empowerment process



Programme components



Workshops in groups to encourage peer-to-peer exchange, energisation and emulation, and benefit from collective intelligence

Programme benefits

Boosted energy and improved self-confidence enabling senior women to consider new career prospects

2 have already requested a promotion
2 wish to apply for a mobility posting
1 has already undertaken training

- A better understanding of one's difficulties in asserting oneself and imposing oneself in front of others
- A better perception of one's value thanks to the work on one's own biases
- More self-confidence and awareness of one's skills to ask for a higher management position
- More audacity to improve one's approach and to put oneself at the forefront of things.
- Improved speaking skills and more of an impact through greater confidence, improved argumentation and a style adapted to one's personality

Conclusion

A holistic programme to retain and empower ambitious women

A collective coaching programme that works on individual approaches

Includes a great deal of practice and sharing

Helps to revive buried ambitions, useful for restoring desire and confidence: a boost to go further with greater peace of mind

*“Very personal course, half involving personal coaching
Multi-approach course: we worked on different facets, meaning
real value”*

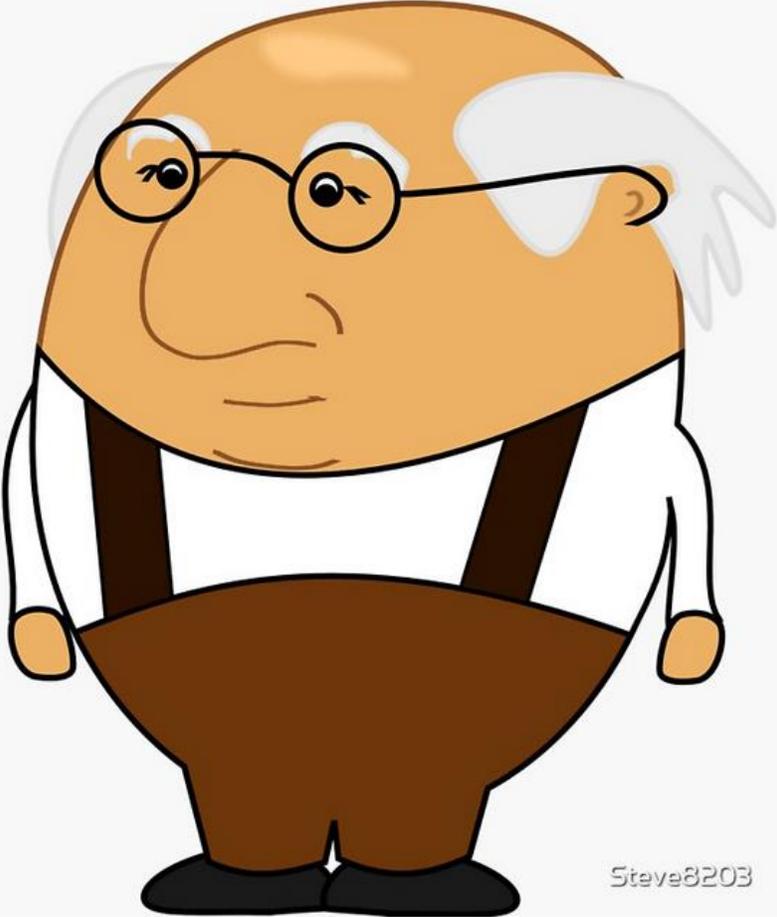
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***The programme came just at the right time
when my self-esteem was in turmoil.
My self-confidence has been boosted so I can
now consider new career
opportunities***

”

And never forget

**A RETIRED HUSBAND
IS A WIFE'S
FULLTIME JOB**



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