

# **LIGHT' HER PROGRAMME TRAINING-COACHING COURSE FOR SENIOR WOMEN**

**Elisabeth RICHARD**

**Director of civil society relations, ENGIE  
President of Women In Networking by ENGIE  
Member of the High Council of Equality in France**



# **A difficult stage of life for women and a taboo subject**

---

**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

---

**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.**

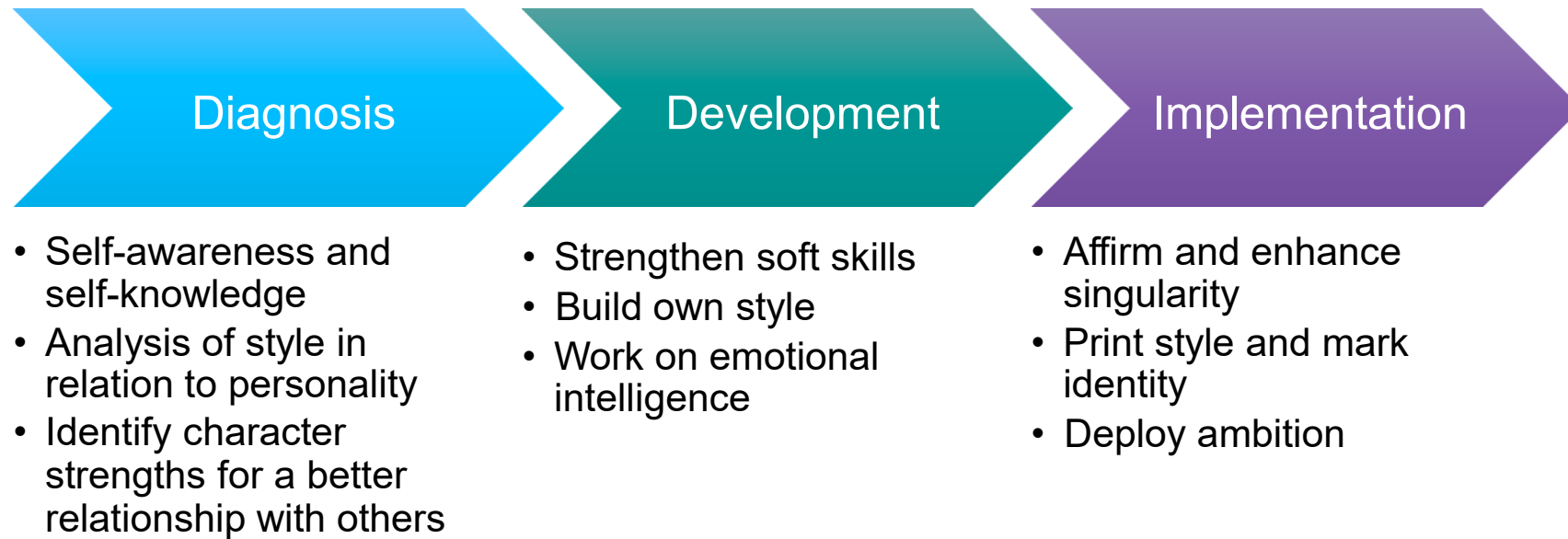
# Aim of the Light'her programme

---

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

# A 3-step Empowerment process

---



# Programme components

---



# 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**



# Conclusion

---

## **A holistic programme to retain and empower ambitious women**

*“Very personal course, half involving personal coaching”*

*“Multi-approach course: we worked on different facets, meaning real value”*

“

***“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”***

”

