



The SistersIN Leadership Programme



Inspiring Tomorrow's Female Leaders

It's no secret that women have historically faced greater barriers than men when it comes to fully participating in the economy.

Across geographies and income levels, disparities between men and women persist in the form of pay gaps, uneven opportunities for advancement, and unbalanced representation in important decision-making.

We are far from living in an equal and inclusive world.

Yet the value of gender diversity—particularly in the workplace—is widely acknowledged. Women bring different perspectives and approaches to business, resulting in a more inclusive workplace and often better performance or innovation for the company.

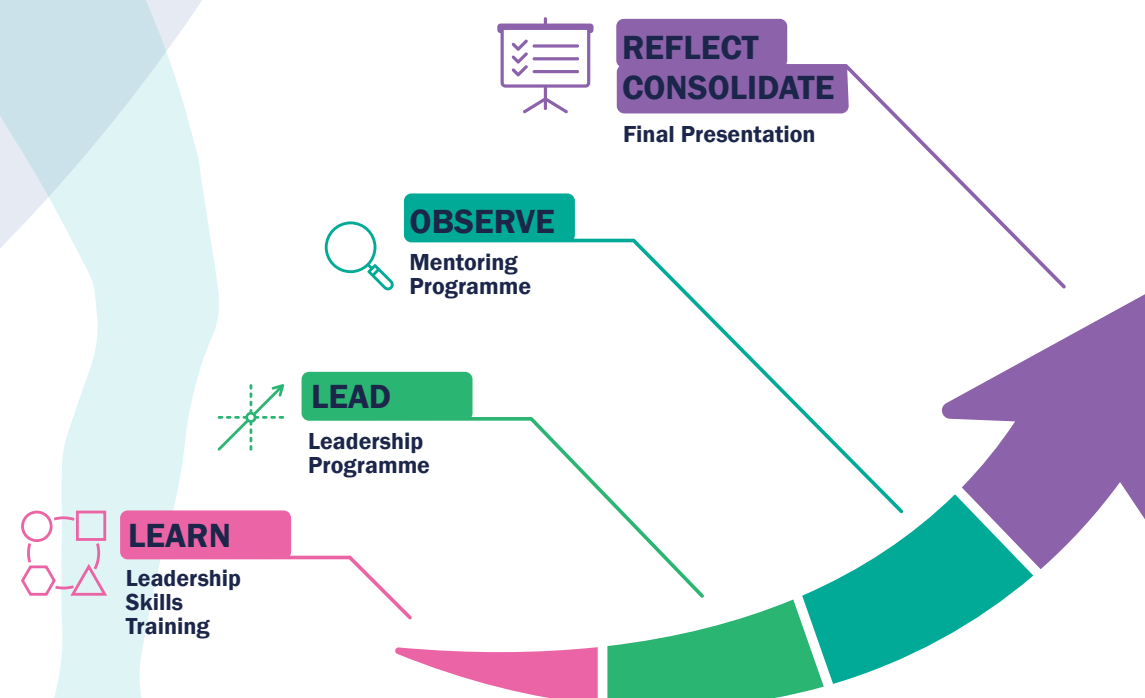
The SistersIN Leadership Programme was developed to specifically help sixth form girls build their confidence and broaden their career perspectives. It delivers....

- ★ Leadership development training
- ★ Mentorship from female business leaders
- ★ Project leadership experience

all in an 8-month development journey within the school environment.

\$12 trillion

could be added to global GDP by 2025 by advancing women's equality worldwide





How is SistersIN different from other initiatives?

SistersIN has the mission to enable, empower and develop female pupils in education to become the leaders of tomorrow; to help them discover their full potential & open new possibilities for their professional journeys by building leadership capability and confidence.

Starting earlier

we're connecting with young women at the point when they are first starting to think about future careers, giving them a broader perspective and showcasing new professional possibilities.

Meaningful encounters

we provide meaningful mentoring relationships with female leaders which bring different professions to life and provide inspiration and opportunities to hear personal stories and real-world career advice.

Focused on application

we're encouraging participants to step into the leadership role themselves and apply what they have learnt. We provide the pupils with real-life experience and help them build confidence and resilience.

The SistersIN Leadership programme is part of a pupil centric ecosystem where schools, leaders and businesses collaborate closely to create a repeatable, practical, real-world and lasting learning experience for all the students, regardless of socio-economic background or religion.



Gender-diverse
businesses report
**higher
average
revenue
rate**
and better
employee engagement



“ Women comprise 26% of employees in the computing workforce. ”

How can Organisations get involved?

For organisations this is an opportunity to invest and support the development of the next generation of female leaders; to get a sense of how they think and what drives them. It supports the move towards gender parity, normalizing female leadership and helps expose businesses to the workforce of tomorrow.

There are two key ways in which businesses can contribute:

1. Mentoring Programme:

At the heart of the SistersIN Leadership Programme is our mentoring programme. Each participant is paired with a mentor, a female leader who is willing to share her experience, advice, and insight into her profession.

Mentoring:

The purpose of this relationship is to provide students with longer-term exposure to female leaders who can serve as inspirational role models, learn about the world of work in their chosen field and get visibility to different career options. The mentor will also provide guidance, advice, and coaching to students as part of the project they are leading. The expectation is for mentors to connect at least 5 times with pupils over the duration of a 5-month period.

Job Shadowing Days:

The student will also participate in a job shadow day in the organisation of the mentor they have been matched with. The aim is to introduce pupils to their preferred business sector or profession, learn about an organisation, get a sense of the type of work in the organisation and the ability (where appropriate) to participate in real life meetings or company activities. It will also be the first opportunity for the mentor and pupil to get to know each other and agree on their ways of working going forward.

Nearly
50%
of men think women
are well represented
when only
1 in 10
leaders is a woman

Applications period
for Mentors

JUNE - SEPTEMBER

Schools match
mentors to Pupils

SEPTEMBER - OCTOBER

Schools confirm
Masterclasses

Mentoring
commitment

NOVEMBER - APRIL

5 mentoring sessions
with pupil/s
1 Job Shadow Day

Formal close
of programme

APRIL

Pupils present learnings
and reflections



“ In 2020, women held 20.6% of corporate board seats globally

2. Partnership:

Our ambition is to give the gift of this experience to as many young women as we can reach in schools across Northern Ireland, the United Kingdom and beyond.

The potential of the SistersIN programme to positively impact the lives and career ambitions of young women is colossal. We know that all girls will have the same experience on this program regardless of their social or economic background. The same opportunities, regardless of religion. The same level of mentoring. The same desire for success.

And as a charity we can't do this alone.

We want to build a network of Partners who share our passion and want to support our growth by contributing as part of the mentoring programme or financially.

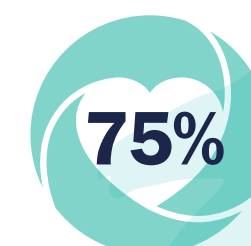
In return, you're able to get access to the leaders of tomorrow, build relationships with schools and actively drive progress for diversity & Inclusion and gender equality.

Being a partner in this programme means your organisation will have positively impacted hundreds of girls across Northern Ireland. As well as sowing the seeds of curiosity, these future leaders will leave inspired to reach for more and with a belief that the world of work is full of possibility.

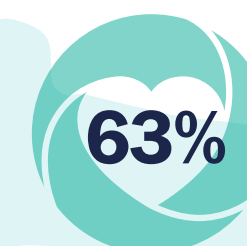
Why organisations are motivated to join the SistersIN Programme:



to support the mission of SistersIN to empower girls



to invest in the workforce of tomorrow



To support their D&I strategy



to play an active role in their local community

Women lead just

14
of
195
countries

“ There are more CEOs named David at FTSE 100 Companies than women

We offer a range of partnership packages appropriate for different types of organisations and budgets. As you can see on the final page there is a role for everyone no matter your size.

We're proud to have three amazing Foundation Partners already on board:

Danske Bank



Education Authority



James Kane Foundation



If you are passionate about playing a part in positively impacting gender diversity in the world of work in Northern Ireland, please get in touch using the details below.

Get in contact:

Website: www.sisters-IN.org

Email: info@sisters-IN.org

Follow us on:

[the-sistersin-leadership-programme](https://www.linkedin.com/company/the-sistersin-leadership-programme)

[@SistersIN_HQ](https://twitter.com/SistersIN_HQ)

Collectively we can play a part in giving each of these girls the opportunity to shine to their fullest potential.

Partner Levels & Benefits



FOUNDATION Partners
help us get off the ground and continue to thrive



IMPACT Partners
help us scale & increase our impact



GROWTH Partners
help us grow the SistersIN community



INSPIRE Partners
help us inspire & mentor the next generation

CONTRIBUTION BY PARTNERS	FOUNDATION	IMPACT	GROWTH	INSPIRE
Financial Contribution per year	£20k	£5-15k	£1- 4.9k	£0
Partnership Commitment	3 years	1 year	1 year	1 year
Provides Mentors	3 or more	3 or more	1 or more	1 or more
Engages with Schools	multiple	multiple	1 or more	1
Hosts Job Shadow Day	✓	✓	✓	✓

BENEFITS TO PARTNERS	FOUNDATION	IMPACT	GROWTH	INSPIRE
Identified on Website	✓	✓	✓	✓
Identified in SistersIN Marketing Materials	✓	✓	✓	
Featured in Social Media Posts by the School	✓	✓	✓	✓
User of SistersIN logo & Partner status on your company website	✓	✓	✓	✓
Opportunity to deliver a Masterclass to one school	✓	✓	✓	
Opportunity to deliver a Masterclass virtually across all participating schools	✓	✓		
Eligible to recommend a trustee to join the SistersIN Board (when position available)	✓			