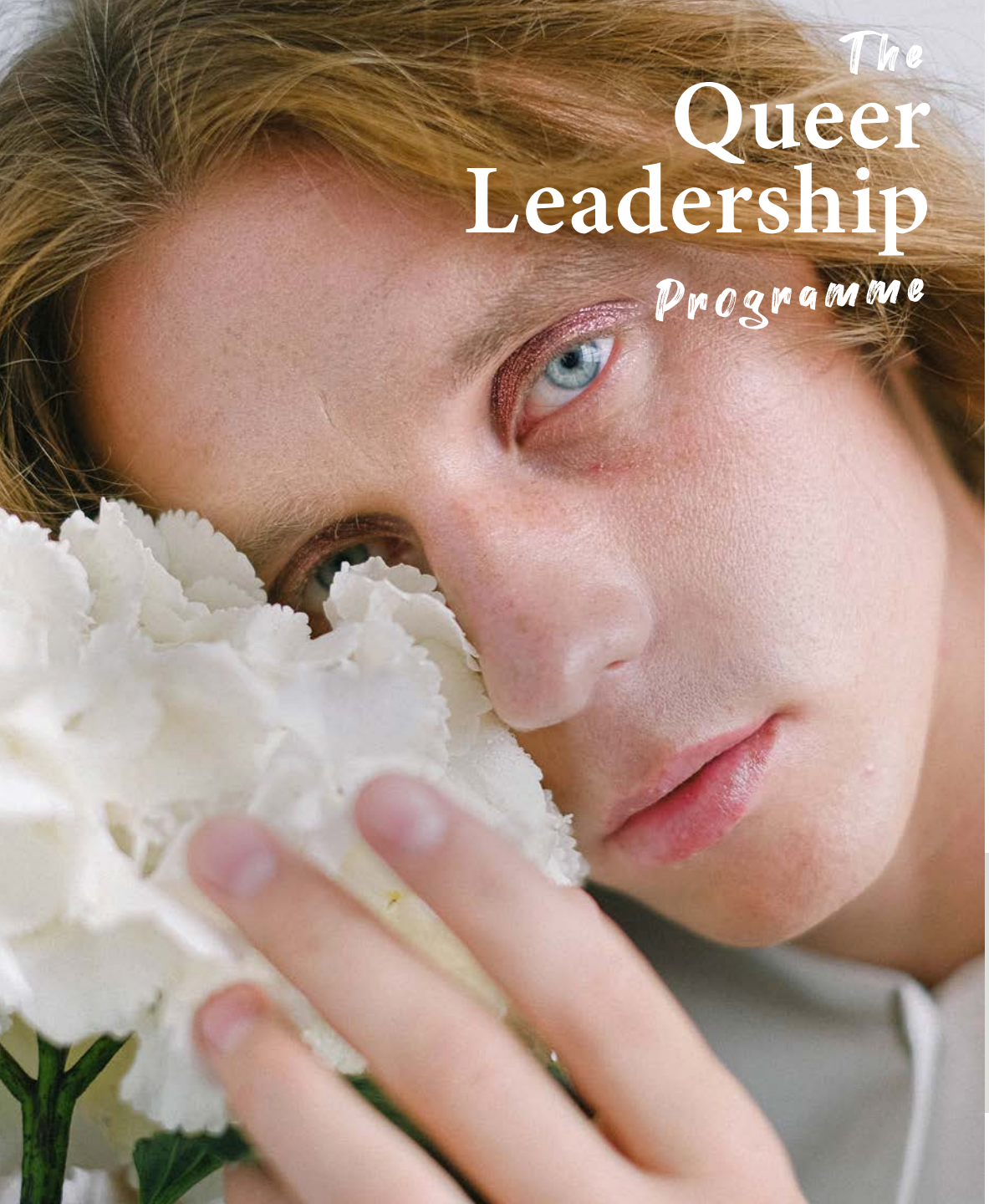


The Queer Leadership Programme

who am i?

TQ+ Edition.

WE CREATE SPACE

★★★★★

UN GLOBE UNITED NATIONS

"This programme is essential to equip any leaders and shapers within our community."

Gurchaten Sandhu, UN-GLOBE President

who am i?

Join us (virtually) as we take you through a unique two-day process of self-exploration.

"Queer people don't grow up as ourselves,
we grow up playing *a version* of ourselves that sacrifices
authenticity to minimise humiliation and prejudice.

The massive task of our adult lives is to unpick
which parts of ourselves are truly us and
which parts we've created to protect us."

Alexander Leon, LGBTQ+ Mental Health Writer and Campaigner

QUESTIONS YOU MAY BE ASKING YOURSELF...

Am I going in the right direction?

What is holding me back?

Could I be more impactful as a leader?

What do I need on this next stage of my journey?

How do I know if I'm accessing my full potential?

What changes do I need to make?

Am I being my most authentic self?

who am i?

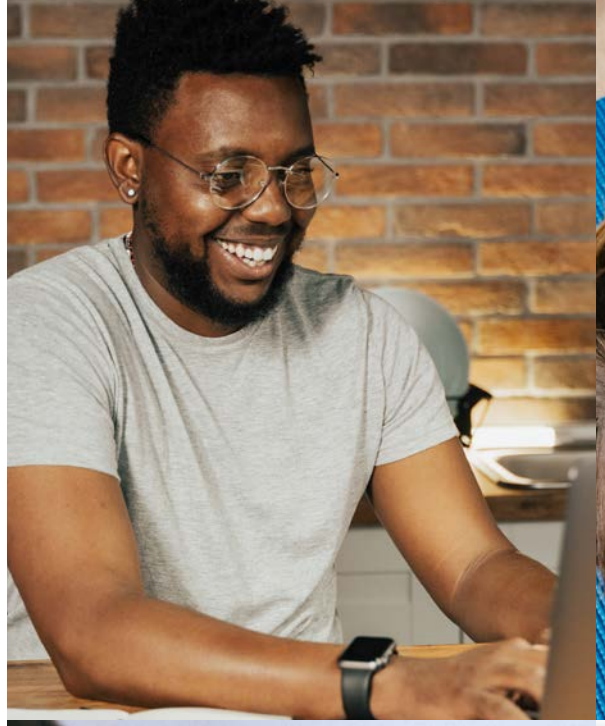
OVERVIEW

who am i?

'Who am I?' is a bespoke programme for LGBTQ+ leaders at every level. **Each 'virtual retreat' explores your unique identity** through **a sequence of experiential and interactive workshops**, carefully designed around tried and tested psychological and holistic practices.

This is not a webinar. You are provided with **the tools and space you need to start a process of self-discovery**. These tools include compassionate self-inquiry, sharing in groups, breathwork, journaling and creative workshops.

These transformative techniques elicit a deeper connection and greater understanding of 'self'.



WHY DO YOU NEED THIS?

Only once you understand *why* you behave a certain way, can you use that knowledge as fuel to instigate self-control, positive change and personal growth. You'll naturally become a more compassionate, powerful and authentic leader - more intuitive with the decisions you make, and the actions you take.

PROGRAMME STATISTICS

250+
PROGRAMME PARTICIPANTS

100%
SAY THEY WOULD HIGHLY RECOMMEND

95%
RATED IT 4 STARS AND ABOVE.

Participants included execs from these highly-regarded public and private sector organisations:

gsk, UN Globe United Nations, Hyatt Hotels & Resorts, Deloitte., EY, Lloyds Bank, enei, Orlebar Brown, 4L, dyson, involve, Icelandair, J.P.Morgan

Stonewall, vodafone, NHS, BBC, Nokia, Bloomberg, NSPCC, pwc, Walgreens Boots Alliance, Kaleidoscope, Studiocanal, havas media, UK Black Pride

Johnson & Johnson, Mindshare, Ted Baker London, Travelex, Transport for London, Virgin atlantic, helsa, Beyond, Out of Office, London School of Hygiene & Tropical Medicine, Pride in London, bp, mygwork

Deutsche Bank, Instagram, ReedSmith, facebook, Hewlett Packard, Knight Frank

★★★★★

"The programme inspired me in so many ways. It made me think much deeper and differently than any other leadership expereince I've done."

Co-Lead of Open&Out at ***Johnson & Johnson***

★★★★★

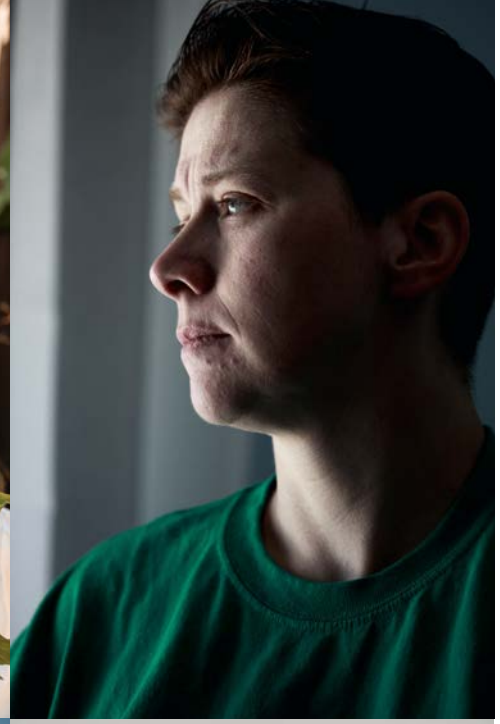
"A genuine mind-opening experience that has stuck with me ever since."

Managing Editor at ***Channel 4***

★★★★★

"Cathartic and empowering."

Senior Communications Manager at ***Hyatt Hotels***



WHY IS THIS PROGRAMME IMPORTANT?

The pressures we face as a collective are unique.

The varying levels of shame we experienced growing up in a hentronormative society have most likely shaped the way we now view the world, each other and ourselves. Rising rates of mental health conditions, including burnout, within our community suggest that something fundamentally isn't working.

Research indicates that many of the triggers and pressures we're facing in both our personal and professional life are directly related to ongoing internal conflicts regarding our identity.

Without resolving them we can sometimes end up trapped in a repetitive cycle of anxiety, fear or disappointment.

The good news is that you're <u>not alone</u>.

And there is still plenty of time to explore new routes forward.

HOW DO WE HELP?

Tailored conversations that give impactful results.

Our virtual retreats offer you a unique opportunity to connect with others and most importantly, yourself. When we remove the static of daily life for a short period of time, we can more easily tune in to what we really need.

Led by our **expert facilitators**, we tackle **root issues** in a **safe and private setting**. It's not always comfortable work, but it can offer fresh perspectives and the necessary kick-start to making important changes and improvements in life.

★★★★★

"An emotional and powerful experience. A supportive safe space which allowed us to be authentic and vulnerable"

Global Markets Manager at ***J.P.Morgan***

★★★★★

"Sometimes you just need to take a step back from life and talk to a stranger (or multiple in this case) to get a true perspective on where you are at in life."

LGBT+ Activist and Director at ***Pride London***

★★★★★

"Really insightful and thought-provoking programme."

Senior Communications Manager at ***Walgreens Boots Alliance***

WHAT WILL YOU GET OUT OF IT?

Possible end goals.

- Feel more confident with knowing and being your ‘full self’.
- Prepare for a professional change, transition or promotion.
- Create some distance from regular patterns of behaviour.
- Understand better your actions, thoughts and beliefs.
- Help normalise the discussion of heavily stigmatised issues.
- Join a professional community of like-minded individuals.
- Acquire the tools, understanding and support network for maintaining your own mental health and well-being.
- Feel empowered to take control of your own life.
- Use the safe space to discuss, learn and get curious.
- Discover how to be a more impactful leader.
- Become more intuitive with the decisions you make.

TESTIMONIALS

★★★★★

"The most amazing thing about the programme was realising how much I needed it."

Editor at ***BBC***

★★★★★

"I felt like a weight had been lifted from my shoulders."

Associate Director at ***EY***

★★★★★

"This is an experience that will stay with me and enable further personal change."

Consultant at ***NHS***

Virtual retreat programme.

All our programmes run **15:00 - 20:30 (UKT)** / **09:00 - 14.30 (CST)**

Day 1

15:00	Introductions
15:30	LGBTQ+ culture, history and community
	Our collective struggle to 'be ourselves'
16:00	Mindful movement and breathing
17:00	What is identity?
	The significance of shame, guilt and trauma
18:00	Self-Acceptance (Guest speaker)
18:30	Intersectionality and my identity
	Race, religion and social backgrounds.
19:00	Key relationships (work, family, romantic etc)
20:30	End of day one

Day 2

15:00	Recap and Q&A
15:30	What is authenticity?
	Developing self-awareness tools
16:00	Inner child work
16:30	Success, failure and achievement
17:00	Breathwork session
18:00	What are my needs and values?
	'Future self' - Do I need to make changes?
19:00	Building resilience
20:00	Integration and closing
20:30	End of day two

We ask for your commitment to complete the full programme.

Please note that times vary based on geographic location and schedule is subject to change.

The workshops.

The workshop programme will vary slightly based on the team who facilitates. We play with different combinations of creative exercises, self-exploration tools and transformational techniques. These are interspersed with expansive teachings and coaching practices to help individuals gain a better understanding of themselves. We send more detailed information on the specific schedule and workshops being delivered closer to the retreat date.

Developmental coaching and personal growth tools.

The coaching and self-analysis techniques that we use enable participants to go into deeper modes of personal enquiry and development. We tap into undiscovered truths, underlying beliefs and highlight pre-existing coping mechanisms. We then teach the necessary tools to safe-guard valuable resources, such as our creativity, intuition and personal resilience.

Group work and sharing.

No one is forced to share anything they don’t want to, or anything at all if they don’t feel comfortable. Sharing has a proven benefit to processing experiences and emotions. These breakout and group sessions are intended to allow participants to learn from each other.

Holistic practices.

We guide participants through these sessions, as a way to start slowly connecting the mind and body. It's not a *Barry's Bootcamp* workout, but more practices that incorporate elements of breathwork, body scanning and mindfulness.

Your safety.

Safety is our main priority. For this reason we ask all participants to complete a pre-retreat assessment, before we can confirm their place on the workshop. These are standard questions, there to protect the safety of everyone involved. This information will only be shared on a 'need to know' basis and will be GDPR compliant. We will also be undertaking other necessary safety measures during and post-retreat.

We would highly recommend individuals with immediate concerns relating to pre-existing mental health conditions, substance misuse and related disorders to seek professional help or advice straight away.

Important information about the virtual programmes.

How many participants are there?

There will be a maximum of fourteen participants on each programme.
Spaces are limited to one participant from each company to retain anonymity.

How are the groups divided?

Studies show that this work is most impactful with groups who have shared similar experiences. For this reason we have different programmes and dates dedicated to specific groups within the community: GBTQ, LBTQ and TQ+.

How much does it cost?

The standard 2 day virtual programme cost is £550pp. We do also offer self-funding subsidies.
We encourage individuals to seek funding support from their employer if possible - please see end of pack.

What is the date change policy?

We can potentially facilitate a participant date change up to two weeks prior to the original programme start date.

If you have any more questions please do not hesitate to get in touch.

What we provide.

At least two weeks before

Medical assessment and pre-assessment questionnaire.

Optional pre-call with us.

One week before

Introduction pack with a ‘pre-workbook’.*

The course itself

Our two day programme runs 15:00-20:30 UKT (check your time-zone)

At the end of day one, participants will be provided with a task to help with process and reflection.*

We will ask for participation and commitment to complete the full programme.

One week after

A tool kit and recommended reading list will be provided accompanied by some useful links.

One month after

An optional follow-up zoom call to check-in with the rest of the group.

*All ‘homework’ tasks have been designed to maximise your understanding, development and learning experience.

LET'S START A CONVERSATION...

Help lead the way for others.

Our trusted team.

We personally design, organise and facilitate each of our retreats and workshops; partnering internationally with leading industry professionals in each sector. Throughout the duration of the retreat, you'll work in close collaboration with each of the team members in respect of their given workshop. There will be a lead figure present throughout, whose role will alternate as facilitator and supervisor of each workshop. They will not be offering any counselling or diagnoses relating to psychological issues that attendees may be experiencing throughout the retreat. In the case of significant distress, additional or subsequent support will be sign-posted or referred as required. We will send more detailed information on the specific team closer to the retreat date.

We're a non-profit community organisation.

We Create Space is a registered not-for-profit organisation through which we support the wider LGBTQ+ communities with personal development programmes and wellbeing initiatives.

"As an organisation we always aim to provide an inclusive experience that encourages, supports, and celebrates the diverse voices of our participants. When we are exposed to new ideas and perspectives, we often learn something new about ourself too." **Directors of *We Create Space CIC***

About our approach.

It’s important to state that we are not a rehabilitation or intervention centre. Nor are we providing one-on-one medical or psychological advice. We are certainly not providing a ‘cure’, and this isn’t a group therapy session. We are however offering a safe space to get curious, open up and discuss with others, aspects of your life you’re finding challenging or simply want to improve. Naturally it is a completely confidential space, where individuals can openly share their feelings and thoughts with the option of anonymity.

A bit about Create Space.

WE CREATE SPACE the self-empowerment platform for Queer Leaders, Change-Makers and LGBTQ+ Professionals. Our transformational learning and development experiences support LGBTQ+ individuals with becoming the most impactful version of themselves inside their own communities and organisations.

“When it comes to personal growth, I believe that self-care and self-enquiry are so important. Together they’ve allowed me to overcome challenging periods, expand on my creative capabilities, and redefine my professional life.”

MICHAEL EDWARD STEPHENS, Founder of Create Space

Will your organisation fund this programme?

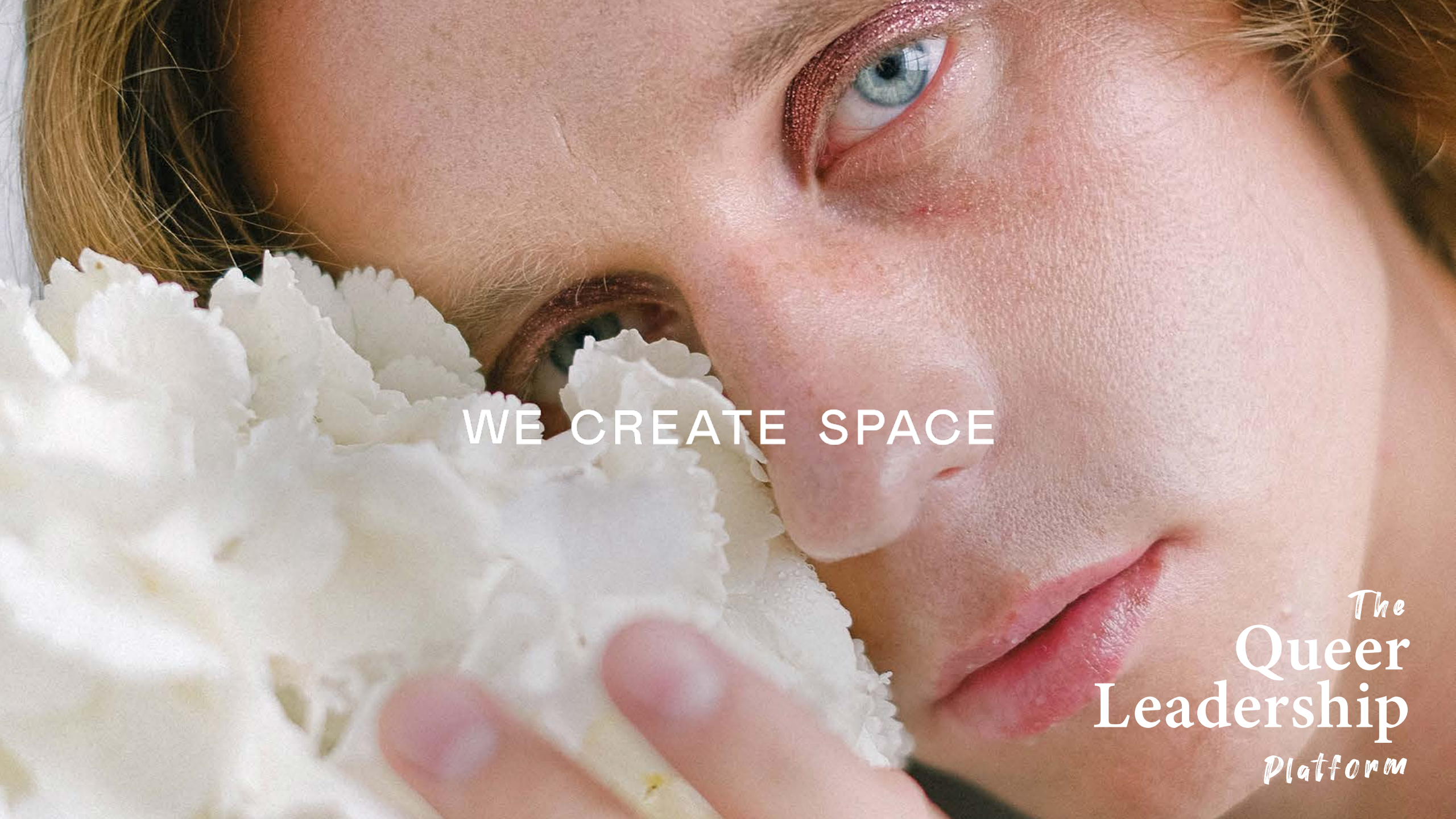
If you are part of a larger organisation, business or LGBTQ+ network you may be able to secure internal funding to attend this programme. Many corporations consider this programme eligible.

We've created a separate business case pack for you to use, please get in touch to request this. If you need something more specific, just ask.

Thank you!

For more information, or if you have any questions please don’t hesitate to get in touch.

michael@wecreatespace.co
wecreatespace.co
@wecreatespace.co


WE CREATE SPACE
The
Queer
Leadership
Platform