

ELEVATE

# WOMEN TO LEADERS

*in Finance*



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# 10

## Coaches & facilitators

World Class Coaching.  
Real World Results.

### Cover image

**Lauren Tatum**  
Elevate Alumni

Lauren is an Associate Director at Foresight, with over 17 years experience in financial services. She takes an active interest in growing female representation within the sales team and leads Foresight's Female Working Group.

# 02

## Programme overview

Elevate is a women in leadership programme crafted by accomplished women

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## Programme details

Stop leading with your title.  
Start leading with your value.

# ELEVATE YOUR AMBITION

Across different sectors, an ongoing challenge persists: the notable lack of women in prominent senior leadership roles.

The solution is for companies to take proactive steps, implementing tangible solutions that can genuinely reshape the landscape. This is where Elevate, our women in leadership programme, emerges as a game changer.

Elevate transcends the notion of a simple programme; it's a transformative journey designed for successful women, extending from management level and beyond. It empowers women with the essential insights, mindset, skills, and self-assurance for truly excelling within leadership roles.

Elevate is strengthened by the power of a network made among its participants. It provides an environment where challenges can be openly shared, key stakeholders and champions identified, crucial skills are developed, a clear vision of future direction is achieved, and steps are mapped out to culminate in success. It is the collective synergy that propels women forward in their journey of leadership excellence.

**Suzie Ruffley**  
Foresight, Chief People Officer



# ELEVATE IS A WOMEN IN LEADERSHIP PROGRAMME CRAFTED BY ACCOMPLISHED WOMEN

**Dr Alex Morris**  
Coach

Alex is a highly regarded Business Psychologist and Leadership Coach with over 20 years of experience across financial services, communications, retail, and consultancy.



**Module 01**  
1:1 PERSONAL  
INSIGHTS  
1 hour

**Module 02**  
LAUNCH  
Half day

**Module 03**  
THE INNER EDGE  
OF PERSONAL  
LEADERSHIP  
Full day

The programme provides invaluable feedback, insights, success tools, and a platform for building a powerful professional network.

This course is designed for ambitious and motivated women already holding management roles who are ready to focus on how they are going to succeed in getting to the next level.

The course will commence with a deep dive into each person and will include a personality traits assessment, 360-degree feedback from your place of work, and time spent to understand you as a person.

The course launch will be held in person at The Shard, where the course coaches and participants will spend time getting to know each other, understand the course content and commitment required for success.

Following this, the course will unfold through a series of four full day modules, spaced over a span of four months. The journey will culminate in a networking celebratory module, offering participants a platform to connect, reflect, and celebrate their achievements.

**Module 04**  
VISION, DRIVERS  
AND PERSONAL  
GOALS  
Full day

**Module 05**  
ELEVATE YOUR  
PERSONAL  
IMPACT AND  
PROFILE  
Full day

**Module 06**  
ELEVATE YOUR  
INFLUENCE  
Full day

7%

of finance CEOs are women. Elevate exists to change that starting with you.

Module 01

1:1 PERSONAL INSIGHTS

Elevate begins by creating the foundations for the journey ahead. You will complete a psychometric assessment alongside a 360-degree feedback process, helping you gain deeper insight into your leadership style, strengths, patterns and impact on others.

You'll then have a dedicated 1:1 Personal Insights session with a course coach to explore your results and feedback in depth. Together, you'll identify key themes, reflect on your leadership journey so far, and begin uncovering the opportunities, aspirations, and potential areas for growth that will shape your experience throughout Elevate.

This is where the journey begins - with greater self-awareness, clarity, and insight into the leader you want to become.

Module 02

ELEVATE LAUNCH

This launch module introduces the programme, its structure, and the journey ahead - creating clarity on what to expect and how to get the most from the experience.

It's also the start of the network you'll build throughout Elevate, bringing together the community of women ready to invest in their leadership journey. You'll meet your fellow participants and coaches, and begin building the connections, trust, and network that will support you throughout the experience and beyond.

By the end of the session, you'll have a clear understanding of the programme and the preparation needed for the deeper insight and leadership development that begins in Modules 03.



“Barriers don’t break themselves. Elevate gives women the tools to break them.”

*Natalie*

Natalie Keymer  
Elevate Alumni

Natalie is Associate Director and Head of People & Culture at Foresight, with over 15 years experience in HR. She has a coaching qualification, working closely with leaders and teams to enable growth and long-term success.

# THE PROGRAMME THAT TURNS POTENTIAL INTO PROGRESSION

So many capable leaders spend years delivering, achieving, and performing – without ever stepping back to ask themselves a bigger question: Who do I want to become as a leader, and what impact do I want to have?

Modules 03 and 04 of Elevate are designed to create that space.

This is where the programme shifts from insight into intention – helping you step back from the pace of day-to-day delivery to develop a deeper understanding of yourself, your leadership, and the future you want to create. Because great leadership starts from the inside out.

You'll turn insight into action by building the confidence, focus, and strategy to create the win for yourself, your business, and the people you lead.

By the end, you'll have a clearer direction, a practical plan, and the foundations to communicate your vision with greater confidence, influence, and impact in Modules 05 and 06. These modules help you turn direction into traction – raising your profile with the stakeholders who matter, communicating your value with greater confidence, and influencing more effectively in the moments that count. This enables you to build trust, bring others with you, and translate leadership intention into visible progress and results.

## Module 03

### DEVELOPING THE INNER EDGE OF LEADERSHIP

If we want to lead people, teams, and businesses effectively, we first need to lead ourselves.

In this module, we focus on developing your “inner edge” – the self-awareness, clarity, and personal insight that underpin confident, intentional leadership.

Using feedback, coaching, and reflection, you'll gain a deeper understanding of your signature strengths, leadership style, motivators, and core values. You'll explore the patterns and behaviours that shape how you lead, communicate, and respond under pressure – and identify the areas you want to strengthen as you continue to grow.

This is where insight becomes powerful.

Because when leaders understand themselves more deeply, they stop operating on autopilot. They make more intentional choices, communicate with greater confidence, and begin leading in a way that feels aligned and authentic. Here, we build that picture of the future that you want to create.



# 50%

of Elevate participants achieve a promotion within 12 months of graduating.

## Module 04

### VISION, ASPIRATION AND LEADERSHIP DIRECTION

Once you understand yourself more deeply and the value that you bring, the next step is defining where you want to go – and how you'll get there.

Module 04 is about turning insight into direction.

Underpinned by neuroscience, you'll build a clear leadership vision grounded in your strengths, values, ambitions, and aspirations. You'll also identify the people who can champion your growth, strengthen your visibility, and help accelerate your progression.

Importantly, this module moves beyond reflection into action.

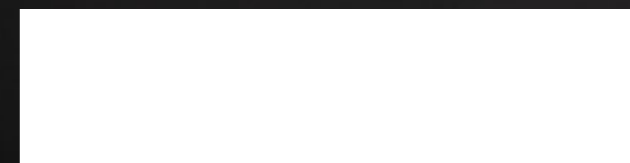
You'll define your key focus areas, identify potential obstacles, and create a clear strategy and practical plan for the next three to six months – so you leave with real momentum, not just ideas.

Once you have clarity on who you are, where you're going, and the unique value that you offer, you're ready for the next step: learning how to communicate that value and vision with confidence, engage your stakeholders with impact, and elevate your influence as a leader.

## Module 05

### ELEVATE YOUR PERSONAL IMPACT AND PROFILE

Module 05 is designed to help you elevate how you communicate, connect and are recognised as a leader. Building on the self-awareness and direction developed in Modules 3 and 4, you will deepen your understanding of your own leadership communication style and learn how to adapt your approach to better engage key stakeholders. You'll strengthen your ability to articulate your value with clarity and confidence, build a more visible and credible profile, and communicate in ways that build trust, influence decisions and open up new opportunities for progression.



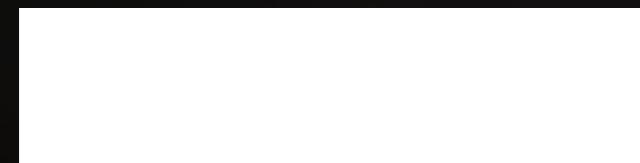
# 57%

of our participants have been talent mapped as 'stars', 'High Potential' or 'High Performance'.

### Module 06

## ELEVATE YOUR INFLUENCE

Module 06 is about helping you execute the strategy you developed in Module 04 through the conversations that matter most. Once you are clear on your direction, priorities and key stakeholders, the next challenge is influencing those people in real time - so you can bring them with you and turn your plans into progress. Building on the communication foundations developed in Module 05, this module will help you position your ideas clearly, explore your stakeholders' perspectives with greater skill, and navigate challenge or pushback with confidence. Whether you are floating a bold idea, influencing a key decision, or handling a difficult conversation, you'll leave better equipped to build alignment, create momentum, and get things done.



### Module 07

## ELEVATE CELEBRATION

As the programme draws to a close, it will culminate in a gathering to engage in open discussions, reflect on the knowledge gained, challenges overcome, and strengthen the bonds forged throughout the programme. This concluding event is not just an end but a new beginning, marking the transition to the next phase of your leadership journey. It is a time to celebrate, empower one another, foster lasting connections, and pave the way for a future where women continue to thrive in leadership roles.

The venue for this special occasion will be a fine dining experience at a restaurant in London, offering an elegant and vibrant setting to mark the end of the programme.



“Performance gets you noticed. Influence, visibility and sponsorship get you promoted.”

*Rubina*

Rubina Singh  
Elevate Alumni

Rubina is a Senior Investment Manager in the Private Equity team at Foresight where she leads end-to-end investment processes and sits on multiple boards of Foresight's portfolio companies. She champions women in leadership and also sits on the board of Powerful Women.

# WORLD CLASS COACHING. REAL WORLD RESULTS.



Programme Director

SUZIE RUFFLEY

Suzie is an Occupational Psychologist with a wealth of experience and a passion for human capital.

Having dedicated over 20 years to the field of Human Resources, she has spent the last 9 years playing an integral part at Foresight Group, contributing to the company's remarkable growth and people development.

With dual MSc's in Occupational Psychology and Coaching Psychology, she brings a dynamic perspective to her role as CPO and Elevate Programme Director.



Course Coach

DR ALEX MORRIS

Alex is a Chartered Business Psychologist and Leadership Coach who helps organisations and senior leaders turn insight into action - enabling people and businesses to perform at their best.

With 20+ years' experience and formerly Head of Workplace Wellbeing at a large corporate, she works with Senior high-potential leaders to strengthen self-awareness, leadership capability, and create meaningful behavioral change.

Known for her warm, insightful, and results-driven approach, Alex combines scientific research with commercial understanding to help leaders navigate complexity, communicate with impact, and lead with greater clarity, confidence, and intention.



Course Coach

JENN MACDONALD

Jenn is a leadership communication specialist with 15 years' experience helping senior leaders elevate their influence and drive stronger commercial outcomes.

A trained Executive Coach and Insights Discovery practitioner, she integrates psychological profiling, behavioural science and practical communication tools to help leaders adapt their style and build trust intentionally. A graduate of the Universities of Cambridge and Chicago, she brings a research driven perspective to high stakes communication.

Jenn is recognised for enabling leaders to deepen self awareness and communicate with clarity, authenticity and commercial acuity that accelerates performance and strengthens business relationships.



Course Coach

KATE WILLIAMS

Kate partners with leaders to drive impactful change, both for themselves and their businesses. She is a qualified executive coach and consultant with over 20 years' experience across the private and public sectors.

Having led strategic change programmes in-house at the start of her career, she then moved into consulting roles at Boston Consulting Group, The Mind Gym and Business 4 Zero. She has cultivated deep expertise in behaviour change, leadership development, and executive communication.

She now operates independently focussing on 1:1 coaching, team coaching and facilitation.



Course Facilitator

ROSIE PEACOCK

Rosie joined Foresight Group in January of 2025, working in the People & Culture team.

With most of her HR experience rooted in operations, she is passionate about broadening her knowledge and developing her expertise in the learning and development space.

She is committed to helping create meaningful opportunities that empower employees to build their skills and thrive.

# STOP LEADING WITH YOUR TITLE. START LEADING WITH YOUR VALUE.

Our modules balance the latest psychological insights and theory with practical tools and approaches that enable participants to mobilise their learning in real time and discuss challenging scenarios that are relevant to them in their roles.

Full Programme - £7,995 + VAT per participant (fees include all soft and hard copy pre work and module materials).

To apply for the Elevate program or to find out more information, please visit [foresight.group/elevate](https://foresight.group/elevate) or email [elevate@foresightgroup.eu](mailto:elevate@foresightgroup.eu)

**Jenn Macdonald**  
Coach

Jenn is a leadership communication specialist with 15 years' experience helping senior leaders elevate their influence and drive stronger commercial outcomes.



## WHAT ASPECTS OF THE PROGRAMME DID YOU FIND MOST VALUABLE?

[Redacted]

“Before Elevate I proved myself. After Elevate I simply owned the room.”

**Omasan George**  
Elevate Alumni

[Redacted]

“I didn’t just become a better leader. My whole team got better too.”

**Lauren Tatum**  
Elevate Alumni

[Redacted]

“Intentionality. My one word from Elevate. It changed everything.”

**Laura Grenier**  
Elevate Alumni

About

# Elevate is an award-winning leadership programme to advance women in finance

Extending from management level and beyond, Elevate empowers women with the essential insights, mindset, skills, and self-assurance for truly excelling within leadership roles.

e: [elevate@foresightgroup.eu](mailto:elevate@foresightgroup.eu)

w: [foresight.group/elevate](https://foresight.group/elevate)



Diversity & Inclusion Initiative  
of the Year  
Highly Commended 2026