Who we are

We are one of the largest IT communities in Poland.

We **bring together women** committed to supporting each other in developing professional competencies, **preparing for leadership roles**, and increasing visibility.

WOMEN IN TECHNOLOGY
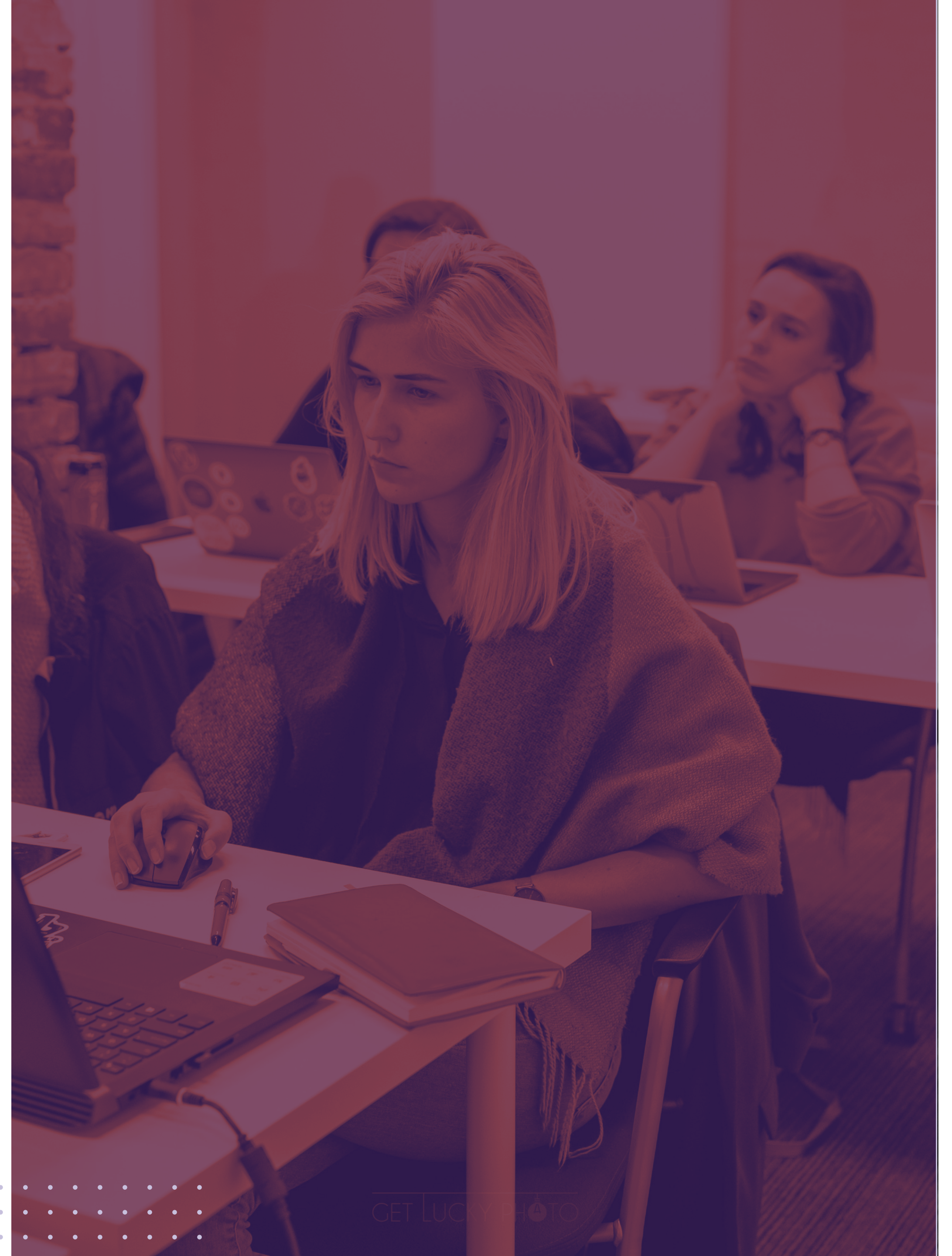
What we do

We build an IT community

based on openness, respect, and mutual trust

We organize projects,

mentoring programs, webinars, and workshops

We connect women

who want to develop their knowledge and skills with experts and mentors

We support companies

in the conscious and consistent implementation of diversity and inclusion (D&I) strategies

We promote women

in tech industry and empower them to explore possible career paths

About the project

The Lead IT, Lady! program prepares women in IT for leadership roles, supports female leaders in developing their competencies, and opens the door to a flourishing community of women in the technology industry.

The program combines workshops and mentoring and offers an opportunity to earn hands-on experience in real-life projects.

It helps participants discover their strengths and challenges them in various ways to unlock their potential.

The program lasts 9 months and consists of 4 modules

MODULE 1
Workshops

- Gallup test and its analysis
- Leadership, team and talent management
- Goal setting, task planning and delegating
- Negotiation, assertiveness and self-confidence
- Communication and evaluation
- Management 3.0, change management, agile leadership
- Productivity

MODULE 2
Mentoring

- 1:1 work with inspiring mentors - practitioners and accomplished leaders
- knowledge sharing & role modeling
- networking and support from a mature community of women leaders in the tech industry
- win-win mentoring - mentors sharpen their own skills while working with mentees and participating in a mastermind group for mentors

MODULE 3
Visibility

- working on mindset
- public speaking and storytelling
- personal branding
- forms of visibility in an organization and outside the organization
- creation and implementation of a plan to increase visibility

MODULE 4
Hands-on leadership training

- implementation of a project proposed by a mentee
- projects related to new technologies
- topics in line with the mentee's professional development path

Lead IT, Lady!

Why partner with us?

- Drive **D&I transformation** with the support of WIT's **unique know-how and diverse experience** gained from the collaboration with different companies across the industry

- Be part of a comprehensive program that **prepares women to take on leadership roles** and results in **positive and lasting change in the organizational culture**

- Be a champion for women in technology and gain a **competitive edge in the job market**

- Demonstrate commitment to your **employees' professional development** by supporting their participation in a **carefully crafted and practical training,** either as mentees or mentors

- Benefit from **Lead IT, Lady!** community and let your employees **gain fresh insights, draw from best practices, and explore different approaches to leadership challenges** in the tech industry

Strategic Partner

As the Strategic Partner of the Lead IT, Lady! program you get

- ◉ **3 mentee** spots for women from your organization
- ◉ **3 mentor** spots for women from your organization

Brand exposure

- ◉ Promotion of mentors and mentees on WiT's social media resulting in increased visibility for your company
- ◉ Keynote speech by 1 of the mentors at the project launch event
- ◉ Keynote speech by 1 of the mentees at the project closing event

Marketing support

- ◉ Recognition of your company as a Strategic Partner and publication of your logo on the WiT website
- ◉ Including your company's logo on selected promotional materials
- ◉ Strategic Partner badge you can publish on your company's website and social media
- ◉ The opportunity to display a rollup and branded gadgets and marketing materials at offline opening and closing events

Strategic support

- ◉ A set of metrics and measurement of the project's outcomes
- ◉ Audit of your D&I policy, identification of needs, and recommendations
- ◉ Certificate as an Organization Supporting the Development of Women Leaders in IT
- ◉ Partnership fee: 125 000 PLN net

Partner

As the Partner of the Lead IT, Lady! program you get

- **2 mentee** spots for women from your organization
- **2 mentor** spots for women from your organization

Brand exposure

- Promotion of mentors and mentees on WiT's social media resulting in increased visibility for your company
- Keynote speech by 1 of the mentees at the project closing event

Marketing support

- Recognition of your company as a Partner and publication of your logo on the WiT website
- Including your company's logo on selected promotional materials
- Strategic Partner badge you can publish on your company's website and social media
- The opportunity to display a rollup and branded gadgets and marketing materials at offline opening and closing events

Program effect evaluation

- A set of metrics and measurement of the project's outcomes
- Partnership fee: 80 000 PLN net

Throwback to the previous Lead IT, Lady! edition

256

applicants to the program

14
mentees

16
new female leaders*

18
mentors and experts

13
workshop facilitators

52
hours of workshops

680
hours of mentoring sessions

* Ask us how it's possible ☺

Strategic Partner of the previous Lead IT, Lady! edition

GP GRAND PARADE
part of
William HILL

Companies we've **partnered** **with** in other projects

\<epam\>

appliscale

BROWN
BROTHERS
HARRIMAN

NOKIA

Relativity

Sabre

UBS

ringier
axel springer
TECH

LAW MORE

qualtrics XM

StoneX

IG Group

Strategic Partner: Grand Parade

"

Developing and supporting Lead IT, Lady! was a real success story for us in Grand Parade, and I'm so proud of being one of the contributors. Not only was the program a great employer branding thing to do to show we are inclusive and care about social impact, but most importantly, it encouraged women to start applying for our leadership roles which was a challenge for us before.

Our colleagues who participated in the program either as mentees or mentors progressed in their careers and inspired other girls to step up and grow into team lead and manager roles.

Daria Płona, Head of People

Previous edition of the program according to mentors

"

Lead IT, Lady! is an example of a program that focuses on developing critical competencies for leadership in the IT industry. With a unique format combining workshops with one-on-one mentoring and group work, the program helps uncover participants' strengths and work on areas that need improvement.

An additional advantage is a strong community that supports the participants both during and after the program. There was a strong group of experienced female technical leaders involved in the program, who took an active role in sharing knowledge and practical advice, greatly accelerating the learning process.

In my opinion, this is one of the most important development programs for women in IT in Poland!

Joanna Janik, Head of Software Products and Services at Wing (Alphabet company)

Previous edition of the program according to mentors

"

In retrospect and from a mentor's point of view. I think Lead IT, Lady! is one of the best leadership development programs for women. There is a lack of such forms in the community, and I think a repeat of the program would be of great value to the new generation of female leaders.

Personally, I feel fulfilled as a mentor because during the program I met fantastic people with whom I am still in contact today.

Magdalena Firlit, Professional Scrum Trainer, Agile transformation consultant

What do the previous edition mentees say about the program?

"

The first module of the Lead IT, Lady! program is a pill of knowledge and motivation, an opportunity to meet great workshop facilitators and other female participants and share knowledge and experiences. We left each workshop with not only theoretical knowledge but also practical tips and tools to use immediately in our daily work.

The workshop facilitators are specialists in their fields, so it was often possible to analyze the challenges we were facing and plan an effective action during the meetings.

Participation in the WiT program is definitely a very inspiring experience that motivates further development of the ability to work with teams.

Martyna Wincenciak Morales, Scrum Master

What do the previous edition mentees say about the program?

"

The first module of Lead IT, Lady! was an inspiring time of networking and learning. Not only were we able to learn more about ourselves, our strengths, and the tools a leader should use - it was also a prelude to looking more consciously at ourselves in the team. Do we rush into action, or do we methodically calculate the pros and cons of a given solution? Why do we do this? Do we allow ourselves to be flooded with requests from all sides, or do we implement a system to prioritize the tasks? It's much easier for me to put it together now.

But Lead IT, Lady! is not only about the workshops and what we got from the WiT community. It's also about the group we created ourselves - I'm talking about the participants. Contact with other girls is really a tremendous value for me in this program.

Karolina Skibińska, DevOps Engineer

Contact us

Anna Szwiec
President of the Board

By profession	-	Manager Technical Product Management with 10 years of technical and coding experience
By nature	-	Relationship Builder and Executor [Gallup Talents]
By mission	-	Imagine Inclusive Technology Foundation Board President and the Women in Technology Poland community leader
Privately	-	a mother of two boys and martial arts lover

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Magda Zawora
Member of the Board

By profession	-	Scrum Master and Release Engineer
By nature	-	Advocate [16 Personalities]
By mission	-	Imagine Inclusive Technology Foundation Board Member and one of the leaders of the Women in Technology Poland community
Privately	-	a partner and a mother to two daughters, two cats, and a dog

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Lead IT, Lady!

Thank you

Proposal validity date:
30/06/2023

WOMEN IN TECHNOLOGY

LEAD IT, __LADY!