



University
of Glasgow

The LeadHERship Retreat

17 - 18 NOVEMBER 2025

WORLD
CHANGING
GLASGOW



University
of Glasgow

EXECUTIVE GROWTH
DESIGNED FOR WOMEN,
BY WOMEN

Introduction

This executive programme is purposefully designed to:



SUPPORT women in business to take the lead, make meaningful impact, and achieve lasting growth, both professionally and personally.



STRENGTHEN leadership confidence and clarity, enabling women to drive purposeful change and forge resilient, values-led careers.



INSPIRE bold, authentic leadership that encourages transformational business results.



EMPOWER participants to navigate their leadership journey with vision, influence, and sustainable success across all areas of their lives.

A collaboration between the Adam Smith Business School
and the School of Law

Programme overview



Dates: 17 November - 18 November 2025, with an online introductory session scheduled for mid-October (date to be confirmed).



Cost: £1,850 (including VAT)*



Location: University of Glasgow, Scotland, UK

*What is included in the cost?

- ✓ All programme sessions, activities, and learning materials.
- ✓ A personal strengths-based leadership assessment.
- ✓ Overnight accommodation at an exclusive hotel, including breakfast.
- ✓ All meals provided throughout the retreat, including a relaxing networking dinner with your peers on Monday, 17 November.

Inside the programme

Through this programme, participants will strengthen essential leadership skills and explore practical strategies to support their development, all within the inspiring setting of a leadership retreat in Glasgow.

You will gain:

INSIGHTS INTO ENLIGHTENED LEADERSHIP:

Discover the key principles of enlightened leadership and the unique, transformative role women play in shaping the future of business.

STRATEGIC THINKING IN ACTION:

Build confidence in navigating complex challenges by applying practical, results-driven strategies to real leadership scenarios.

PURPOSE-DRIVEN LEADERSHIP:

Learn how to lead with authenticity and purpose, advocating for yourself and your team with clarity, confidence, and impact.

RESILIENCE & GOVERNANCE EXPERTISE:

Develop resilience to lead in a fast-changing world and gain a clear understanding of governance for sustainable leadership.

NETWORKING & PEER SUPPORT:

Create lasting connections through impactful networking and peer mentoring to support your leadership growth.



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A programme made for you

- **Boost your executive presence:** Gain the essential tools to strengthen your executive presence, all while enjoying a retreat in the heart of Glasgow's vibrant West End. Prioritising your wellbeing, this experience will help you connect with a like-minded, supportive women community that share your ambitions.
- **Designed for aspiring and established leaders:** Tailored for women ready to elevate their leadership careers, whether you are stepping into a leadership role or ready to take the next big step in your executive journey.
- **Reflect, reimagine, and set ambitious goals:** Create a space to reflect on your leadership journey, define your professional aspirations, and set bold, future-focused goals within an inspiring, empowering, and safe environment.



Our leading experts



Irene-marié Esser

Professor of Corporate Law and Governance

Irene-marié is a leading expert in corporate law and governance, and Dean of the Graduate School of Social Sciences at the University of Glasgow. She is a Senior Advisor to the Centre of Corporate Governance at the Institute of Directors, and a Fellow of the Academy of Social Sciences. Her award-winning work spans the UK, EU, and South Africa, with a focus on stakeholder protection, corporate responsibility, and company law. She contributed to the influential King IV Report on Corporate Governance.

Kat Riach

Professor in Organisational Studies

Kat is an internationally acclaimed, award-winning researcher and thought leader in women's leadership and workplace wellbeing. She plays a key role on the G20 Taskforce for Gender Equality, the W20, is chair and convenor of the International Standard on Menopause and Menstrual Health in the Workplace. Kat also serves as a trustee of Close the Gap, driving progress toward gender equity in the world of work.





Kezia Dugdale

Associate Director for the Centre for Public Policy

Kezia brings a wealth of experience from her impactful career in public life, as an MSP, former Leader of Scottish Labour, and now as Director of the John Smith Centre. With deep expertise in law-making and public policy, she leads the Centre's mission to bridge the gap between the University, policymakers, and communities, driving real change. Beyond this, she champions social justice as a trustee of Shelter, a board member of The Promise, and a Director of the Electoral Reform Society.

Claire McDiarmid

Head of the School of Law

Claire is a Professor of Criminal Law and Children's Rights, leading 117 staff at the School of Law. A qualified non-practising Scottish solicitor, she specialises in youth justice and homicide. In 2018, she significantly contributed to the Scottish Law Commission's flagship Homicide Project during a prestigious secondment. An inspiring leader and academic, Claire is passionate about using the law to inspire change and empower future legal minds.



Sara Carter

Vice-Principal, Head of the College of Social Sciences

Sara is a leading voice in entrepreneurship, with a focus on women's experiences in business ownership. Her work tackles structural inequalities affecting SMEs. Awarded an OBE for her services to women entrepreneurs, Sara brings her expertise to several influential boards, including Women's Enterprise Scotland, and regularly advises the Scottish Government on women and work.

Guest Speakers

Jackie McClaren Lord Provost

Councillor Jacqueline McLaren, a proud member of the Scottish National Party, was elected to Glasgow's Canal Ward in 2017 and became Lord Provost in 2022. Born and raised in Maryhill near the Forth and Clyde Canal, she is proud of her deep local roots. Before politics, she worked at her partner's long-established legal practice in the Partick. Together, they have a son, Christopher, now a doctor. As Glasgow's first citizen, she is committed to empowering her community and making a meaningful impact. Under her leadership, Glasgow joined the Carter Center's Inform Women, Transform Lives campaign, which aims to enhance and empower the lives of women in the city.



Helen MacNamara Chair of Trustees, Shelter

Helen is a dynamic leader, inspiring change as Chair of Shelter and the Future Governance Forum. With a distinguished career in the Civil Service, including Deputy Cabinet Secretary and Director General for Housing and Planning, she has led transformative initiatives from the 2012 Olympics to the Leveson Inquiry. Helen's expertise extends to roles with the Premier League, BBC, and now Robey Warshaw. A founding Trustee of the Heywood Foundation and former trustee of Target Ovarian Cancer, she is recognised as one of Management Today's top women leaders under 35. Based in South East London, Helen is a proud mother of four and North Yorkshire native.



Pheona Matovu

**Strategic Director, Radiant and
Brighter**

Pheona is the co-founder of Radiant and Brighter, an award-winning social enterprise driving Ethnic Diversity and Inclusion across Scotland. Working with public, private, and third sector organisations, Radiant and Brighter helps leaders reimagine systems, policies, and culture through impactful training in diversity, anti-racism, and intercultural competence. A recognised international voice on inclusion, Pheona sits on the board of the Productivity Institute and serves as a Women's Enterprise Scotland ambassador, advocating for the recognition and empowerment of Black and Minority Ethnic (BME) entrepreneurs, amplifying underrepresented voices and unlocking untapped talent.



Programme agenda

Online

Mid-October 2025

TBC

Online Meet & Greet + Energiser session

In Person

Monday, 17 November 2025

9:30

Registration, coffee and tea

9:45

Welcome & programme overview

Meaningful objects, powerful stories

"Bring an item that reflects who you are and share its story."

10:00

Session 1: Enlighted leadership

"Exploring the future of work and the types of leaders it demands."

*Includes coffee break between 11:30 and 11:45

12:45	Light lunch
13:45	Session 2: Walking & talking leadership
15:15	Coffee break
15:30	Session 3: In conversation with Helen MacNamara, Chair of trustees at Shelter
16:30	Highlights & key takeaways of day one
17:00	Hotel check-in and free time
18:30	Dinner at “ <u>The Bothy</u> .”

Tuesday, 18 November 2025

9:30	Registration, coffee and tea
10:00	Session 4: Resilience & Governance

11:30	Session 5: Panel discussion “Leadership stories: Highlights, challenges & lessons learned” Panel Participants: • Irene-marié Esser • Sara Carter • Lord Provost Jackie McClaren • Pheona Matovu Chair: Kezia Dugdale
12:30	Light lunch
13:15	Session 6: Leading well: Mental health and self-care
14:30	Break
14:45	Session 7: Your enlightened leadership strengths
15:30	Highlights & key takeaways of the programme

A retreat in the heart of Glasgow

The world's friendliest city 2022*

Join **The LeadHERship Retreat**, and seize a unique opportunity to spend two enriching days in the heart of Glasgow's West End, one of the city's most vibrant and culturally exciting areas. Hosted at the historic University of Glasgow, with its 574-year legacy, this retreat offers an extraordinary setting for personal and professional growth. Just steps from the world-famous Kelvingrove Museum and Park, you will be immersed in an environment that fosters creativity, community and meaningful connections, ideal for advancing your leadership journey.

Your programme fee includes an overnight stay at one of the area's exclusive hotels, ensuring a comfortable retreat experience.

This is your time to invest in yourself, elevate your leadership, and confidently step into the next stage of your career!



Contact us

If you have any questions, feel free to reach out, we are here to help!
You can contact us through the following channels:



[www.gla.ac.uk/colleges/socialsciences/study/
executiveeducation/the-leadership-retreat](http://www.gla.ac.uk/colleges/socialsciences/study/executiveeducation/the-leadership-retreat)



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