



**BLACK WOMEN**  
IN ASSET MANAGEMENT

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# LEADERSHIP ACCELERATOR

*Creating Cohorts of Black Women  
Leaders in Asset Management*

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<https://bwam.network/leadership-accelerator>







# FOREWARD

Improving the representation of Black women at senior levels within the asset management field remains a core mission of Black Women in Asset Management. Now, in its second year, the Leadership Accelerator, is our flagship programme designed to accelerate the careers of Black women in the industry and help them fulfil their leadership aspirations.

The unique challenges faced by Black women in the workplace are well-documented. Black women must confront day-to-day bias and microaggressions. They have less access to mentors and sponsors. Often, they are in the position of being the 'only' Black woman in the office.

BWAM launched a Leadership Accelerator to help Black women **articulate**, **accelerate** and **authenticate** their careers in the face of these obstacles.

We are so excited that you are considering going on this transformative leadership journey. Thank you for your interest and we look forward to you joining us in an upcoming cohort.

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**Jacqueline Taiwo**

Co-Founder and Chair

Black Women in Asset Management

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I now view my career in distinct periods: before and after the Leadership Accelerator, and I am empowered to make the next steps in my development as a leader in my organisation and in the industry. I also shared this journey with 11 other exceptional ladies who shared their experiences, thoughts and techniques with openness and candour - of this I am most grateful. This is a must-do course!

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**Mutsa Mutembwa**  
Investment Manager  
2021 Cohort

# A programme tailored for Black women to navigate career road blocks and address their leadership aspirations

## THE ACCELERATOR

The BWAM Leadership Accelerator is a half-year transformative leadership programme that will bring together a cohort of high-performing Black women from across the asset management industry (including professional services). The curriculum is evidence-based and designed to accelerate the careers of mid-senior level professionals.

The Accelerator applies a blended learning approach to support different learning styles. Facilitation techniques include: 1:1 coaching; practical exercises; case studies; action planning, coaching circles, webinars and lectures. The course will provide stimulating content delivered by coaches, business leaders, and inspiring speakers.

- Three full-day workshops
- Two live webinars
- Three individual coaching sessions
- Two group coaching circles
- Mentorship by senior-level industry professional

## LEARNING OBJECTIVES

*Leading With Authenticity - Leveraging Diversity -  
Negotiation and Conflict Management - Emotional Intelligence -  
Resilience - Public Speaking - Cultivating Sponsors and Allies -  
Expanding Presence and Influence - Navigating Barriers -  
Strategies for Work/Life Balance*



# A ground-breaking opportunity for organisations to invest in the talent of Black women

## BENEFITS OF SPONSORING AN APPLICANT

By sponsoring the cost of an employee to attend the Leadership Accelerator, organisations will contribute to building a more inclusive investment industry. Additional organisational benefits include:

- Positive impact on business outcomes by helping professionals reach their full potential
- Increase in the number of inspiring and impactful leaders in the talent pipeline
- More productive teams and increased morale as participants bring their learning back to the organisation
- Increased belonging and retention of Black women employees

## HOW TO SUPPORT AN APPLICATION



- Engage the potential participant in a talent management conversation to discuss how the Leadership Accelerator can unlock their leadership potential
- Come to an agreement to allow the participant time to fully engage in the curriculum and provide study leave as appropriate
- Once a participant joins the Leadership Accelerator, provide opportunities for her to make use of her learning in the organisation through ongoing talent development conversations.



# FREQUENTLY ASKED QUESTIONS

## WHO SHOULD APPLY?

The Leadership Accelerator is for high performing Black women who work in the asset management industry. We define asset management broadly to include traditional financial institutions, as well as firms with alternative investment strategies such as private equity, venture capital, real assets, etc. Professionals working in firms that provide services to the investment industry are also eligible.

The programme is most appropriate for:

- Women who are approximately 1-3 promotion levels below Managing Director, Senior Partner, or similar executive level positions.
- Women who desire to reach the highest levels of leadership (C-suite)
- Women who prefer to remain at their current level but desire to increase their influence and impact within their organisation

The 2022 cohort will take up to 15 participants.

## WHAT IS THE COST COMMITMENT?

The cost of each place on the Leadership Accelerator is £5,000 (exc VAT).

## WHAT IS THE TIME COMMITMENT?

The programme runs from April 2022 to October 2022 and will involve:

- 3 intensive full-day workshops: 17 May, 19 July, 14 September
- 2 live webinars: 28 April and 13 October
- 2 group coaching sessions
- 3 individual coaching sessions
- At least 2 Mentorship sessions

## WHERE WILL THE TRAINING BE HELD?

Full day sessions to be held in-person at a Central London venue. Coaching sessions to be delivered virtually.





## WHO WILL DELIVER THE PROGRAMME?

The Leadership Accelerator will be delivered by Delta Alpha Psi, a leadership consulting firm comprised of academics, business psychologists and executive coaches. Delta Alpha Psi has experience developing transformative training programmes for BAME professionals across multiple sectors working with clients such as EY, Linklaters, The Black British Business Awards and the British Science Association.

## HOW WILL THE COHORT BE SELECTED?

If the programme is oversubscribed, BWAM will select the applicants it believes will benefit most from the course on the basis of the information provided in the application.

Successful applicants will be notified no later than 14 April 2022.

## WHY A PROGRAMME FOR BLACK WOMEN?

The Equality Act allows organisations to take action that may involve treating one group more favourably where this is a proportionate way to help members of that group overcome a disadvantage or participate more fully, or in order to meet needs they have that are different from the population as a whole. The Leadership Accelerator will address the particular challenges faced by Black women to develop a more inclusive asset management industry.

## HOW DO I APPLY?

Please complete the application form here:  
<https://form.jotform.com/220466571831355>

**Application deadline: 1 April 2022**

## WHO CAN I CONTACT TO FIND OUT MORE?

If you would like more information on the BWAM Leadership Accelerator, please email [LeadershipAccelerator@bwam.network](mailto:LeadershipAccelerator@bwam.network)

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## ABOUT BLACK WOMEN IN ASSET MANAGEMENT

Black Women in Asset Management (BWAM) is an organisation of professionals in the asset management industry aligned around a common goal to advance and retain Black women leaders across all investment strategies. Our mission is to champion the positive impact of the talented Black women who work in asset management and provide the tools that will enable them to thrive.

