

### ***Mid-Career Development Programme for Women / Vista Professional Development Programme for Women - DCU, DkIT and University of Galway.***

The Vista programme supports mid-career women to challenge and re-energise their career trajectory. The programme targets a cohort of staff, with at least 15 years' experience (which may also include time away from the workplace for maternity or caring reasons). 30 female participants are currently completing the programme (Feb - Apr 2022) - 10 from each of the participating institutions.

The programme, facilitated by [Mojo For Leaders](#) and [Carbon Coaching](#), consists of three modules:

1. Priming Yourself for Success - enhancing self-awareness and creating the mindset for growth;
2. Personal and Professional Life Skills - Values, goals, motivation, habits, energy;
3. From Vision to Action - Setting your direction and navigating the landscape.

To ensure maximum impact each participant was paired with a 'skip-level sponsor' (i.e.: their manager's manager). Participants are guided by their sponsors to create challenging development plans - a key output of the programme. Engagement with their sponsor commenced alongside module 1 in February 2022 and will continue until 6 months post-programme (October 2022).

An online [resource hub](#) was developed to host all materials including the 'My Career by Design' journal developed by our expert facilitators. The hub also provides access to additional learning resources to support participants with continuous self-directed learning. All participants were surveyed before Module 1, and the same survey will be completed post-programme (April 2022) in order to measure individual impacts of the programme. The survey focuses on areas such as career development, autonomy, self-insight, and organisational support. A follow up survey will be conducted 12 months post-programme (April 2023) in order to establish longer-term impacts.

Expected benefits of the programme:

- broader succession pool for leadership roles by uncovering successors who had not emerged heretofore;
- creation of role models for cultural change as participants will be encouraged to find their voice and advocate for cultural change within their institutions;
- increased performance, engagement and motivation amongst participants.