

Technology
Ireland
DIGITAL

Skillnet

NOVA

Women in Tech
Leadership Programme

Igniting the leader
you already are



AWARD WINNER

**Most Innovative Institute Approved
Programme 2026**

The Institute of Leadership, Leadership Live 2026
Conference and Awards

Delivered by

genos[®]
EUROPE

Igniting the leader you already are



**The Institute of Leadership Award Winner: Most Innovative
Institute Approved Programme 2026**

Raising the voices of the women who will shape Irish tech.

Across Ireland's technology sector, women are already leading innovation, shaping culture and driving progress. Yet too often, their potential remains unseen – not because it's lacking, but because it's unsupported. NOVA exists to change that.

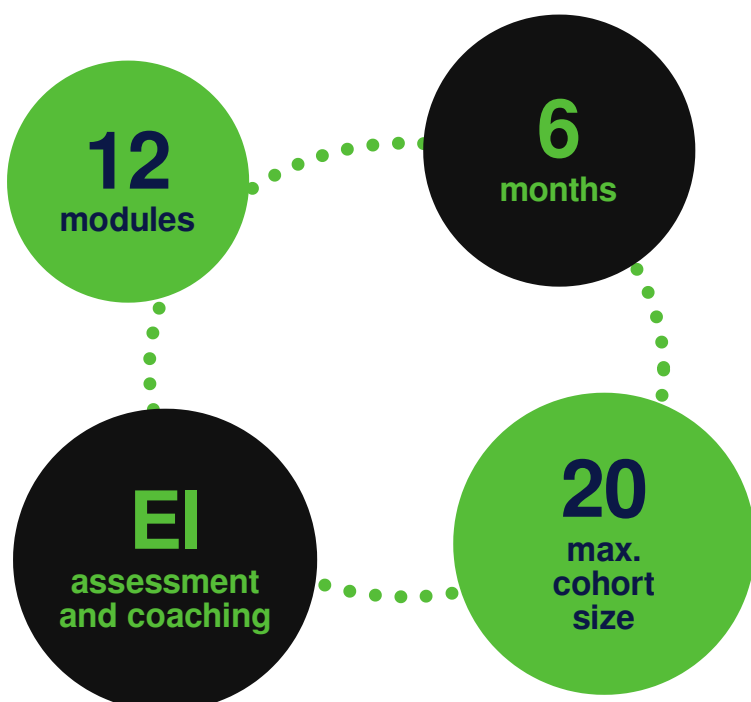
Designed exclusively for women working across Ireland's tech ecosystem, NOVA is an interactive and immersive learning journey over six months. It blends deep personal insight with practical, tech-relevant leadership skills, so participants can lead with purpose, confidence and authenticity in fast-moving, innovation-driven organisations.

Delivered by: Genos Europe

Starts: 21 October 2026

Format: Blended, combining in-person and virtual sessions, one-to-one coaching and a final capstone presentation.

Fees: You pay €1,500 with Technology Ireland Digital Skillnet subsidy. Subsidised fees are only available to eligible applicants.



What you and your organisation will gain

This is about your growth, your influence and the kind of leader you want to become.

NOVA is more than a leadership programme – it's a launchpad for women ready to lead boldly in tech. Rooted in the power of human connection, it develops the emotional intelligence, strategic influence and technical fluency needed to shape the future of Ireland's digital economy.

Graduates of the programme will:

- **Lead with clarity and purpose**
- **Define their leadership vision and brand**
- **Own their voice and a clear leadership identity**
- **Sharpen their presence and influence**
- **Thrive under pressure**
- **Future-proof their leadership with AI and digital fluency**
- **Lead with integrity and inclusion**
- **Build high-performing teams**

Because when women bring their full brilliance to the table, the whole industry rises.

Plus, even more to support your growth

Emotional intelligence leadership assessment and coaching

Certification from The Institute of Leadership

NOVA is an Institute of Leadership Approved programme, and participants receive a certificate from the Institute.

Digital resources

Workbooks, recordings, apps, nudge videos and more to support your journey.

Capstone leadership impact presentation

A concise 6–8 minute presentation to your senior leadership team, showing how your leadership has grown.



What you'll cover

An interactive and immersive learning journey over six months.

- 1 Becoming a more emotionally intelligent and authentic leader**
Deepen your self-awareness, respond with intention and stay true to your values.
- 2 Building trust and foundations of psychological safety**
Make it safe for your team to ask questions, challenge assumptions and raise concerns early.
- 3 Setting yourself up for success**
Get clear on the impact you want to make and the choices that will move your career forward.
- 4 Turning obstacles into opportunities**
Challenge the thinking that holds you back and find a practical way forward.
- 5 Creating a culture of mattering**
Help others feel seen, valued and needed, building connection and commitment.
- 6 Diversity, equity and inclusion: from intent to impact**
Recognise what holds women and other underrepresented colleagues back, and take practical action.
- 7 High-impact conversations for productivity and impact**
Address difficult issues, give useful feedback and reach clear agreements.
- 8 Future-proofing your leadership with AI**
Put AI to work on time-consuming tasks, freeing your attention for the people and decisions that need you.
- 9 How to be the most informed person at the table in tech**
Test your thinking, explore different perspectives and ask better questions.
- 10 Sustaining performance under pressure**
Build practical habits to stay clear-headed and sustain your energy through change.
- 11 Leadership strengths team networking**
Uncover strengths you may take for granted and learn to articulate what you bring.
- 12 Creating a culture of psychological safety**
Welcome challenge, respond constructively to mistakes and make room for honest disagreement.
- ★ Leadership impact capstone project and graduation**
Share what you've done differently and celebrate alongside the women who've shared the journey.



Scan to find out more
and apply

What people ask about the programme

Who should apply for NOVA?

NOVA is designed exclusively for women working across Ireland's tech ecosystem who are ready to step up – typically those moving from management roles into senior management, director, VP or C-suite positions.

How many places are available?

There is a maximum of 20 places available on the NOVA programme.

How much time will I need to commit?

NOVA is a blended programme that runs over six months, combining 12 interactive modules, one-to-one coaching and a final capstone and graduation day.

What is the capstone presentation?

Participants consolidate their learning in a concise 6–8 minute presentation to their senior leadership team, drawing on reflections and experiences captured throughout the programme.

Can my company run NOVA in-house?

Yes. NOVA can also be delivered in-house for your organisation's own women leaders. Contact Technology Ireland Digital Skillnet for details.

Who is eligible for the Technology Ireland Digital Skillnet subsidy?

To be eligible, participants must be resident in the Republic of Ireland and work for a private company registered in the Republic of Ireland.

What will I be able to do differently after the programme?

You will lead with greater clarity, presence and influence, with a defined leadership vision, practical tools for difficult conversations and psychological safety, and the AI and digital fluency to future-proof your leadership.



About Technology Ireland Digital Skillnet

Technology Ireland Digital Skillnet is the leading talent development network for the digital industry in Ireland. Technology Ireland Digital Skillnet is co-funded by Skillnet Ireland and network companies. Skillnet Ireland is funded from the National Training Fund and the European Union through the Department of Further and Higher Education, Research, Innovation and Science. We are guided by business needs and dedicated to enhancing the skills, competitiveness, and innovation capacity of our member companies.



As an initiative promoted by Technology Ireland, the Ibec group representing Ireland's tech sector, we operate at the intersection of sectoral policy and workforce development. This unique connection allows us to translate Ibec's sectoral expertise and high-level trends into practical talent development. Because we are led by industry needs, we can design training programmes that address specific regulatory, technical, and leadership challenges, delivering tangible business results.

www.digitalskillnet.ie

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Women hold only 14% of senior technical and engineering roles, and an estimated, shocking 5% of top executive leadership positions.

Una Fitzpatrick, Director, Technology Ireland

Speaking at the NOVA Women in Tech Leadership graduation, July 2026

The issue isn't just getting women into tech – it's helping them rise.

About Genos Europe

Genos Europe help people show up as their best self, and bring out the best in others. They believe great workplaces don't just run well, they feel good to be part of. Partnering with leaders and teams, Genos exist to build emotionally intelligent cultures where people feel seen, supported, and set up to thrive. Headquartered in Ireland and working across Europe, Genos delivers award-winning team development that sticks – practical, high-impact learning that transforms how people lead, collaborate and grow together.

**Further details and applications
at www.digitalskillnet.ie**



Rialtas na hÉireann
Government of Ireland



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