

TERMS AND CONDITIONS
Becas Santander Women | W50 Leadership 2022 – LSE

The London School of Economics and Political Science with the financial support of Banco Santander, S.A., has developed the Santander Grants Programme “Becas Santander Women | W50 Leadership 2022 – LSE”, which will facilitate and promote that the next generation of female leaders around the world will be equipped with training, tools and leadership skills required to advance and succeed in leadership positions.

I. Objectives

The “**Becas Santander Women | W50 Leadership 2022 – LSE**” programme (“the Programme”) will assist women in upper management, executive, or c-suite roles, who are looking to move to a c-suite or board level leadership. The aim of the Programme is to consider their own leadership characteristics and techniques in the context of robust analytic frameworks, in particular:

- To emphasise the critical study of leadership and its implications for global leadership.
- To introduce selected theoretical frameworks.
- To apply leadership theories to practice.
- To develop personal leadership skills and style.

II. Recipients

This Programme will be open to women in upper management, executive, or c-suite roles, who are: 1.) looking to move to a c-suite or board-level leadership role and 2.) are residents in Germany, Argentina, Brazil, Chile, Colombia, Spain, USA, Mexico, Perú, Poland, Portugal, UK or Uruguay and 3.) who also meet the basic selection criteria set out below.

III. Characteristics of the Programme

This Programme will have 50 places available, which provide an enriching learning experience, outstanding learning content from the London School of Economics and Political Science (hereinafter, the “LSE”), individual and group leadership coaching, and networking opportunities with other participants.

The total number of places of the Programme will have a quota of up to a maximum of 10% that will be reserved for female employees of Banco Santander, S.A and / or its subsidiaries (hereinafter, the “Santander Group”). These places will be assigned among the candidates who meet the requirements of the selection criteria of this call and are employees of the Santander Group.

The Programme offers a one-week course on LSE’s campus in central London. The course will be taught in English.

Subjects to be Taught

This Programme is designed for women in upper management level roles or higher who aspire to take on c-suite or board leadership positions in their organisation and are seeking to reflect on and further develop their own leadership style.

Key benefits of the Programme:

- Enhance the understanding of the current paradigm for leadership and apply the knowledge and skills to a team and organisation.
- Gain a clear and confident grasp of one's leadership style and formulate a personal development plan designed to accelerate your career.
- Learn with world-leading academics at The London School of Economics and Political Science
- Gain a truly global perspective and extend the professional network by learning with an international peer group.

Course Objectives

By the end of the Course, candidates will be capable of applying leadership theories to practice and develop personal leadership skills and style.

Course Activities and Class Schedule

The Course Activities and Class Schedule are attached as Exhibit B.

Upon completion, participants will receive a **Certificate of Completion from The London School of Economics and Political Science.**

The participants will have access to Local Bank or Banco Santander, S.A.'s Human Resources selection processes, if they consent to the transfer of their personal data at the time of sign into the Programme to the Local Bank and to Banco Santander, S.A. (Spain) to enable them to contact data subjects for potential selection processes.

Selection criteria:

The selection of the Programme will take place in two phases

Phase 1

The London School of Economics and Political Science will review all candidates according to the Assessment of Skills, which will be carried out at the Santander Grants platform, accessing through the link that you will receive once you have applied to the Scholarship. In this phase, and in order to be eligible for the next phase of the registration process, candidates must comply with the following selection criteria:

- Must be Adult (+18) Female, resident in Germany, Argentina, Brazil, Chile, Colombia, Spain, USA, Mexico, Perú, Poland, Portugal, UK or Uruguay.
- Have not participated on a previous edition of W50 or W30
- To be fluent in English and have a C1 level as minimum.
- Having a Job level that can be considered as upper management to c-suite, and must be full time employees. Applicants may come from any job industry.
- Applicants must be looking to move to C-suite or board level leadership.
- To be registered user in Santander Grants Platform (www.becas-santander.com) and sign in to Becas Santander Women | W50 Leadership 2022 – LSE Edition.
- To complete the Assessment Test through the link that you will find in your confirmation email from Becas Santander. This Assessment Test will consist of a set of tests to evaluate the competencies and skills of the candidates.
- Must be willing to travel to London June 26th – July 1st, 2022.

For **Phase 1** applications will be opened **from 26th January 2022 to 15th March 2022 at 23:00 GMT+1 (Madrid time zone)**. Applicants that apply on 15th March will have until 16th March 23:59 GMT+1 (Madrid time zone) to complete the assessment.

Phase 2.

Those candidates that are selected to go through Phase 2, based on the results of the evaluation of Phase 1, will be notified by email on the **21st March 2022** with the instructions and required documents that they will have to upload. These documents will be as follows:

- Short essay asking ""What are your motivations for applying to the W50 Leadership programme and how will this programme help you achieve your goals" max 300 words
- The candidates' biography or CV.
- Providing a recommendation letter. (Optional)

For **Phase 2** applications will be opened **from 21st March 2022 to 4th April 2022 at 23:00 GMT+1 (Madrid time zone)**.

In order for places on the Programme to be allocated to participants, the LSE will confirm compliance with the selection criteria that are to be met by candidates. The LSE may also assess any other selection criteria that it deems appropriate in the event that demand for places from candidates exceeds the number available.

With a view to ensuring that the Programme will benefit from the greatest possible number of candidates, if the LSE believes at any time that the planned number of places is not going to be filled, it may decide to apply other criteria for obtaining a place on the Programme, and it may even extend the deadline by which candidates may apply.

In the event that, once the deadline has expired, some of the places allocated have not been accepted by candidates, the LSE will allocate these places under identical conditions to other candidates who meet the necessary requirements or additionally requirements that the LSE will consider with the aim that the places will not be deserted.

IV. Management

Registration via the website created to this end at www.santander-grants.com is an essential requirement for anyone wishing to obtain a place, and the allocation of places will be notified using the management system provided.

Applications for the programme are open for **phase 1 from 26th January 2022 to 15th March 2022 at 23:00 GMT+1 (Madrid time zone), and for phase 2 from 21st March 2022 to 4th April 2022.**

V. Allocation of places among candidates

The London School of Economics and Political Science will carry out the selection process for **phase 1 from 15th March 2022 to 20th March 2022**, and will inform the candidates on **21st March 2022** of who has entered the second phase. The selection process for **phase 2** will be carried out from **5th April 2022 to 27th April 2022**, LSE will allocate the places to the candidates on **28th April 2022**, and it will not be possible to extend this deadline under any circumstances. Candidates who are notified that a place has been assigned will have **7 calendar days** to indicate their acceptance through www.becas-santander.com.

In the event that, once the deadline has expired, some of the places allocated have not been accepted by candidates, the LSE will allocate these places under identical conditions to other candidates who meet the necessary requirements or additionally requirements that the LSE will consider with the aim that the places will not be deserted.

VI. Taxation of the Programme

The corresponding tax regulations in force will be applied to the grants and, specifically, the provisions regarding Spanish Personal Income Tax and that on occasions could give rise to the practice of withholdings on account of the aforementioned Tax for part of LSE and the obligation for the beneficiary of the grant to include the corresponding amounts in their annual income statement (compliance with the fiscal obligations of the beneficiary of the grant will be their sole responsibility).

VII. Data protection

Regulation of personal data applicable to the Programme is set in the Privacy Policy of Santander Grants available at www.santander-grants.com/es/legal/privacy.

VIII. Modification of Terms and Conditions of the Programme

The fact of participate this Call for the Programme implies acceptance by the candidates of its Terms and Conditions, and its resolution, which will be final, as well as the waiver of any type of claim on any aspect stipulated in them, such as allocation, selection, and admission criteria.

LSE and Santander reserve the right to modify or amend any of the Terms and Conditions of the Call of the Programme, partially or totally at any time, even suspend, postpone, or cancel the Call if there's a sufficient, justified, and objective reason with the purpose of preserving the social impact that LSE and Santander pursue with the present Call. In any case, LSE and Santander shall inform to the Candidates about the modifications, corrections or amendments made through the website www.santander-grants.com.

EXHIBIT B

Programme Timetable

Becas Santander Women | W50 Leadership 2022 – LSE

Participants: 50 women

Dates: Monday 27 June to Friday 1 July 2022

Location: LSE Campus, Houghton Street, London

Pre-Programme: Opening Session – Thursday 26 May 15:00 – 17:00 London BST on Zoom.

Virtual Opening Session

At the Opening Session, we will introduce participants to the key components of the programme and guide them through the pre-work. Additionally, they will have the opportunity to meet their Coach and Peer Coaching Cluster, and network with other participants. Then, participants will have one month to complete the pre-work and prepare for the programme.

W50 Leadership Programme – Monday 27 June to Friday 1 July 2022 in London

Virtual Pre-Programme on Zoom					
Opening Session – 1 Month Prior					
On-Campus: Monday 27 June – Friday 1 July 2022					
Time	Monday	Tuesday	Wednesday	Thursday	Friday
9:30-13:00	What is Leadership?	Developing Your Leadership Style	Leading Change	The Multicultural Workplace	Leading for Innovation
14:00-17:30	Understanding Yourself	Power and Influence	Coaching / Communicating with Impact	Coaching / Communicating with Impact	The Leadership Lab and Next Steps
Evening	18:00-19:30 Reception with speaker at LSE				17:00-18:00 Closing reception at LSE
Virtual Post-Programme:					
Final Coaching Cluster – to be confirmed					
Closing Session - Friday, July 29 th 15:00 – 16:00 BST on Zoom.					

Post-Programme:

During this time, participants can come together to network with each other and reflect on their learning experience.

Final Coaching Cluster Meeting (1hr) – Date TBC

During this session, participants will reconvene with their coaching cluster for 60 minutes to check-in post programme. Meeting times will be agreed by coaching clusters.

Closing Session (1hr) – Friday, July 29th 15:00 – 16:00 BST on Zoom.

The programme will conclude with a virtual celebration as we welcome participants into the W50 alumni network.