



Nova x CWIT

Capstone Participant Guide

THE MOMENT THAT BRINGS IT ALL TOGETHER

One of the most important parts of the NOVA Programme is the capstone. This is your opportunity to step into the spotlight and show senior leaders:

- who you are as a leader
- what you've learned and how you've grown
- the impact you're already making
- what you're ready for next
- and the support you need to succeed

What is the Capstone?

The Capstone is a 10-minute Leadership Impact Presentation you will deliver to your own senior leadership team (or a nominated senior leader).

It's designed to help you:

- consolidate your learning
- reflect on your development journey
- demonstrate real progress and impact
- and open meaningful conversation about what comes next.

WHY IT MATTERS

Your capstone is your moment to:

1. show the leader you are becoming
2. demonstrate the impact of your investment
3. make your strengths & contribution visible
4. build credibility & momentum
5. take your next step with confidence
6. position yourself for bigger opportunities

This is you saying:

***“This is what I bring. This is how I’ve grown.
And this is where I can go next.”***

WHAT YOU'LL COVER

Your 10-minute Leadership Impact Presentation should cover 5 key areas.

Consider the following questions:

1. YOUR INVESTMENT IN ME

What has this programme meant to you as a leader?

2. IMPACT ON ME AS A LEADER

How has your leadership changed - in mindset, confidence and behaviour?

3. VALUE TO THE ORGANISATION

What difference will this make in your role, team and the wider business?

4. YOUR VISION FOR YOUR FUTURE CONTRIBUTION

What do you want to take on next?

What do you want to lead, build or influence?

5. WHAT YOU NEED TO SUCCEED

What support, opportunities, sponsorship or stretch experiences will help you keep growing?

RECOMMENDATIONS TO THE ORGANISATION

OPTIONAL BUT RECOMMENDED

Great leaders don't just develop themselves - they help improve the system around them. If you choose to include it, we recommend you close your presentation with a short final section.



WHAT WOMEN NEED TO SUCCEED AT HIGHER LEVELS IN TECH

Based on your experience in the organisation and what you've learned through NOVA, what are 2-3 practical shifts that would help more women thrive and progress into senior leadership?

KEEP IT CONSTRUCTIVE.
KEEP IT REAL.
KEEP IT USABLE.

This is your opportunity to contribute not just as a participant - but as a leader with insight.

HOW TO MAKE THE MOST OF THE NOVA JOURNEY

SO YOUR CAPSTONE IS STRONG

The best capstones are built gradually - as you move through the programme.

USE YOUR RESOURCES INTENTIONALLY

Throughout NOVA, you'll have three key resources. Use them with your capstone in mind:

1. Your journal is your evidence bank
2. Your manuals and tools are your leadership playbook
3. Your pod is your thinking space and support system.

EACH TIME YOU LEARN SOMETHING NEW, ASK YOURSELF

- What did I notice about myself here?
- What did I try differently?
- What happened as a result?
- What do I want to keep doing?
- What do I want to stop doing?
- What does this mean for the leader I want to become?

THAT'S THE RAW MATERIAL FOR A POWERFUL CAPSTONE.

DECIDE EARLY. KEEP REFINING.



Choose a simple direction for your capstone.

You don't need to have it perfect - but you do want a clear theme, such as:

- building confidence and presence
- influencing without authority
- leading more strategically
- strengthening relationships and trust
- communicating with clarity and impact
- stepping up into greater visibility
- navigating challenge with resilience
- leading with stronger emotional intelligence

As the programme progresses, keep refining your story with real examples.



KEEP IT REAL. EXAMPLES MATTER.



**A strong capstone isn't just a reflection.
It's reflection backed by evidence.**

Senior leaders don't need theory. They want to hear what you've applied and what changed. Use simple, real-world examples such as:

- a conversation you handled differently
- a moment you showed more confidence or clarity
- feedback you acted on
- how you influenced a decision or outcome
- how you supported others
- how you led through challenge
- how you improved collaboration or performance



FORMAT AND TIMING. KEEP IT SHARP.



Your capstone is designed to be delivered as a short, confident leadership presentation.

- 10 minutes total
- We recommend a PowerPoint deck (simple & professional)
- Aim for 5-8 slides maximum
- Clear, focused and human - not over-produced.

This is not about perfection. It's about clarity and impact.

We recommend avoiding anything that feels academic, bureaucratic or heavy.

Instead, the simplest check is whether your presentation demonstrates three things.



CLARITY. APPLICATION. IMPACT.

- **Clarity:** you can clearly talk about your development.
- **Application:** you can give real examples of using what you've learned.
- **Impact:** you can show the effect of those changes.

Nothing more. No grading. No detailed scoring.

Just a fair and human sense of whether the capstone reflects genuine engagement and applied learning.



FINAL THOUGHTS



Your Capstone is **more than a presentation.**

It's a leadership **moment.**

A career **moment.**

A statement of **intent.**

It's you stepping forward and saying:

“This is who I am. This is how I've grown.

And this is what I'm ready for next.”