

WOMEN LEADING PROGRAM



Executive Central's Women Central Team.

WHO WE ARE

Executive Central's Women Central Team provides leadership coaching for high potential women: we have over 15 years experience in facilitating, coaching and mentoring thousands of women in corporate life across Australia and the Asia-Pacific region.

Our programs are designed to address the business needs of professional women. They are goals and action-orientated, paying particular attention to personal achievement and helping women better manage business realities. We have extensive experience at senior levels in organisations, as well as highly developed facilitation and coaching skills. We are able to provide insights based on strong connections within the business world and a highly developed contextual awareness of contemporary issues.

WHY WOMEN LEADING?

The drive towards gender equality in the business world is well documented. There have been many gains, with much more work to be done. Women enter the workforce with parity, and then numbers thin out as we move through the leadership pipeline. The Women Leading Program provides a powerful solution to remedy this attrition.

There are huge benefits in establishing stand-alone women's leadership and career programs. These give us the opportunity to focus on leadership, values and

career strategies that have been identified in research as being of particular interest to women.

Dedicated women's' programs also give the opportunity for issues to be explored in a supportive and safe context. This is important, as they are still very much in a minority at senior levels. Creating a sense of safety in leadership identity is an important outcome of this program. Please see our recent discussion paper on gender-focused programs:

<http://www.executivecentral.com.au/knowledge-bank>



DIVERSITY

HOW WE WORK: A STRENGTHS BASED APPROACH

The foundation of the work we do is unlocking potential and developing strengths. The Gallup organisation's StrengthsFinder 2.0 is a self-assessment online inventory through which the participant is able to identify their key strengths. We work with you to formulate plans to mobilize your strengths for maximum impact in the organisation and marketplace.

TOGETHER WE LOOK AT:

MODEL: The strengths model and how it applies to you - individually, with your team and other colleagues.

YOU: your own individual talents and strengths.

OPPORTUNITIES: How you can identify and maximise opportunities to develop your leadership from a Strengths base.

People invariably find the Strengths work to be an affirming and empowering experience.

ABOUT THE WOMEN LEADING PROGRAM

TARGET AUDIENCE

The Women Leading Program is suitable for high-potential women with significant organisational responsibility and those on a leadership journey, e.g. directors, executives, emerging female executive talent and recently promoted female managers.

PROGRAM STRUCTURE

The Women Leading Program utilises group and individual coaching, to support and challenge women towards taking their seat at the leadership table. The program is supported by the active involvement of Line Manager and Sponsors: supporting participant involvement; helping to set career directions; orientation to the realities of the workplace; sharing experience via guest speaking; debriefing with participant; and providing exposure to senior leaders in the organisation. Participants complete relevant pre and post projects such as relevant reading, completion of the Strengthsfinder Inventory, and 'Pay it forward' implementation projects back in the workplace.

GROUP WORKSHOPS

Group workshops provide a collegiate environment in which to learn from and with others. The facilitator introduces relevant and contemporary stimulus material via PowerPoint, pre-reading and multi-media, with suggested follow-up resources provided. We create a relaxed and open environment in which people can test out their ideas and have informed critical conversations with their peers. We link topics to the experience of the participants, and take a learner-centered, active approach to facilitation. This approach guarantees a high level of engagement from the audience.

ONE ON ONE COACHING

Individual coaching develops self-awareness of strengths, values and attitudes, as well as identifying areas for development. Coaching provides a confidential environment in which you are both supported and challenged; a platform on which to fine-tune strengths and explore professional challenges; the opportunity to communicate your vision and values; assistance in developing long term strategies for corporate and individual success and the encouragement and affirmation needed to sustain a momentum towards your desired outcomes.

LEARNING PARTNERS

We recommend that participants organise into a peer learning partner system. Having a learning partner means that you have someone who can give you a reality check, insights or a boost. We recommend that learning partners meet independently from the structured workshops, with an agreed combination of grabbing a coffee together, phone contact or emails as required. All learning partner relationships evolve in their own way.

READING MATERIALS AND A MULTI-MEDIA APPROACH

Participants are asked to prepare for the group workshops with reading and reflection. We source current articles and papers from research providers such as McKinsey & HBR, as well as accessing insights from academic and industry/professional journals. A multi-media approach incorporates links and video to provide stimulus and inspiration.

PAY IT FORWARD

Sometimes the best way to learn and grow is to 'pay it forward'. The Women Leading Program gives some powerful insights and tools. Why not share that competence with someone else? This means finding someone in the organisation or the community who might benefit from the expertise gained. It means working out whether they really need and want help, and respectfully working with them.

GUEST SPEAKERS

Bringing in guest speakers adds an inspiring element to the program. These speakers, female and male, are generally sourced from within the organisation, opening a door for the participants into the thought leadership within their own organisation. Talks are generally anchored to the workshop topics, and are followed by a Q&A session. This element is surprisingly important in our programs.

WORKSHOP TOPICS

LEAD AND SUCCEED WITH YOUR STRENGTHS

Do you know what your strengths are? As you move along a leadership path, do you focus on leveraging your strengths or fixing your weaknesses? Great leaders lead with their strengths and manage their weaknesses. In this workshop we use insights from the StrengthsFinder Model, identifying our strengths and talents and creating an action plan for developing them.

DRIVE YOUR CAREER

Do you give yourself the permission and the space to set career goals? Time to take control of your direction, fuelled by your own unique goals. You need to know where you want to go, have a strong desire to get there and grasp opportunities to get what you want. We talk about getting clear on what it is you want to achieve, setting clear goal posts and creating a support team.

DEFINE YOUR BRAND

How does personal branding work in a professional context? It's about developing a roadmap for where you want to go with your career, and understanding the unique strengths and value proposition that will get you there. It's about ensuring that your identity - how you appear to others - is doing justice to your potential. We work together to articulate your vision of yourself.

CAREER RELATIONSHIPS

Relationships are vital to building a client base, getting internal or external job opportunities, and moving into leadership. Yet business relationships can easily become disposable, transactional in nature. We look at what makes business relationships healthy and enduring. We share strategies for building a solid base of mutually rewarding relationships.

THINKING FOR INNOVATION

Drawing from the latest neuroscience research, we explore how our brains respond to the fast paced change of today's business environment. We explore some simple and practical tools to maximise our brain functioning. These tools enable participants to stimulate the best in breakthrough thinking for innovation from their peers, direct reports and clients.

GROUP DYNAMICS AND CONFLICT TRANSFORMATION:

In today's highly connected world success depends on quickly building and sustaining working relationships quickly. Working collaboratively is easier when we have the skills to spot tensions and resolve them in ways that keep everyone on the bus. We share techniques for surfacing issues and generating innovative resolutions.

NETWORK AND CONNECT TO INFLUENCE

We look at the role of networking and connecting in influencing decision-making at senior levels, and the particular challenges for women. In this practical and interactive workshop on we share ideas and inspiration to make networking a meaningful and integral part of your professional life.

"What Women Leading gave me was a sense of direction and a lot of confidence. Knowing what my key strengths are has been transformational." - **WOMEN LEADING PARTICIPANT**

COMMUNICATION AND PRESENTING FOR IMPACT

Learn highly effective strategies to strengthen your communications. We look at power and influencing, language, presentation structure and self-management skills. We share the skills to gain rapport, connect with others and make an impact. In this workshop you will gain ideas and techniques that enable you to find your authentic and unique voice.

LEADERSHIP IN ACTION

Understanding how you manage and lead in a complex and changing business environment is vital in the 21st century. In this workshop we examine what additional skills are required as we move up through management and leadership levels. Participants take away a clear idea of their strengths and development needs, and practical 'next steps' for their leadership passage.

PRESENCE AND STATUS

We look at our ease and authenticity in connecting with others with presence and status. Executive presence is the external manifestation of deep inner conviction, confidence, insight and the ability to handle unexpected situations. This is an action packed and participatory session, challenging you to be your uniquely powerful and influential self.

PROGRAM BENEFITS - INDIVIDUAL

- Women taking ownership of their own career development
- Deployment of individual strengths for high level performance
- 'Rubber hitting the road', with actionable tools and strategies.
- Increased confidence in engaging and influencing people - internal and external.
- Transformation and self-awareness of strengths, leadership style and potential.
- Expansion of internal and external networks

PROGRAM BENEFITS - ORGANISATIONAL

- Strengthening female representation in the leadership pipeline
- Benefits of diversity - market alignment, creativity and innovation, financial performance
- Healthy, engaged organisational culture with increased attraction and retention
- Reputational and CSR gains



**EXECUTIVE
CENTRAL**

Are you ready to build a truly diverse and inclusive organisation? We can help.

Contact us at info@executivecentral.com.au or call [1300 737 495](tel:1300737495)

You can find details of all our programs at www.executivecentral.com.au

OUR PERFORMANCE GUARANTEE

"We think that any organisation in the business of performance improvement should absolutely guarantee its own performance. We believe so strongly in the success of our work and stand so firmly by our results that we offer a full or partial service refund if clients don't see expected returns." **Rob Balmer, Managing Director, Executive Central**