

The Advanced Leadership Program

Enabling the rapid advancement of
high potential female leaders

Created to radically develop Australia's executive talent pool, the Advanced Leadership Program is enabling the advancement of high potential women across all sectors and industries. During a career-defining 12 month journey, participants accelerate their career potential and become part of an exclusive cohort of exceptional female leaders.



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“I feel better equipped to identify, address and reflect upon the daily challenges that life and career throw at us, I look at things from another vantage point, with a curiosity, compassion and objectiveness that was not always present in the past.”

Melanie Saballa, Senior Manager
Chief Ministers Department (ACT)



What is the Advanced Leadership Program?

The Advanced Leadership Program is a 12 month course designed to provide an intensive developmental experience for high potential female leaders.

Participants engage in a deep exploration of their own strengths, weaknesses and opportunities as they relate to building and maintaining highly effective teams.

The Advanced Leadership Program equips leaders with the insights, skills and confidence to accelerate their own career progression as they strengthen the performance of their organisation.

The program employs a blended learning methodology based around self-analysis, peer knowledge-sharing, experiential exercises, practical workplace application and reflection.

Throughout the program, learnings are related back to the day-to-day realities and challenges of each participant. This process is enhanced through participant-generated discussions that unlock the existing skills and experience within the group.

Each participant is allocated an executive coach in addition to forming a peer mentoring partnership with a program co-participant. The coaching and peer mentoring process is fundamental to the program and greatly enhances the learning process. During the program, participants engage deeply with their fellow cohort. Over the 12 month duration, the group develops into an invaluable peer network.

The program carefully alternates between different learning modes to create an environment whereby participants remain engaged and challenged.

Live Webinar

- Live webinar program available on desktop or any mobile device
- Super easy to use
- Full video and audio for real-time interaction and collaboration
- Full support for orientation and ongoing technical support



Learning Portal

- Dynamic, user friendly LMS (Learning Management System)
- Pre-prepared high quality content with rich multimedia
- Asynchronous ('anytime') discussion-driven taskwork available anywhere (desktop and mobile)
- Recordings of live webinars
- Learning analytics and tracking to inform pedagogy
- Online 'community of practice'

The Advanced Leadership Program is delivered in a blend of 4 x face-to-face workshops which enables the physical connection and networking opportunities, and 8 x live interactive workshops delivered through our dynamic learning management system and live webinar portal.



Program Background

Through broad consultation across many geographical and industrial boundaries, WLA has uncovered a significant need for a developmental program that enables high potential female leaders to engage in an intensive, peer-oriented leadership development experience.

In response to this need, WLA engaged a wide range of stakeholders across a number of key industries to assist in the development of the Advanced Leadership Program. In addition to delivering exceptional professional development to today's leaders, the program sets out to create powerful role models for future female leaders.

The Advanced Leadership Program is based upon a framework that focuses on interpersonal and behavioural dynamics central to the successful management and leadership of others. The program does not deal with the technical or administrative aspects of management.

In addition to enabling real outcomes for individual Leaders, the Advanced Leadership Program is recognised internationally as a unique and innovative program that contributes in a meaningful way to the realisation of gender equity in relation to formal leadership.

The following pedagogical principles inform the program's development:

- The program is grounded in evidence-informed managerial and leadership competencies.
- Research-based competencies are translated into a practical context with maximum on-the-job applicability.
- The program adopts a blended learning methodology that is based on proven principles of adult learning (combining knowledge-sharing, experimental participation, practical application and reflection).
- The program is grounded in principles of authentic leadership and values-based leadership.
- The program is supported by the development of leadership and managerial competencies at the individual (one's own), team (interpersonal), and organisational (system and cultural) levels.

National Advisory Board

The Advanced Leadership program is guided by a 15 member, National Board of Advisors comprising an esteemed line-up of Australian experts from academia, government and industry. The purpose of the board is to provide ongoing advice and support across various key elements of the program including research, pedagogy, promotions, and logistics.

- Dr Helen Szoke, CEO, Oxfam
- Robert R. Orth, Director of Human Resources, IBM Australia/New Zealand
- Tracey Spicer, Journalist, newsreader and TV personality
- Dr Polly Parker, Senior Lecturer in Leadership, The University of Queensland
- Brendan Farrell, Executive Director, Australian School of Advanced Management
- Dr Jacquie Hutchinson, Lecturer, UWA Coordinator, Consortium for Diversity at Work
- Nigel Williams, Chief Risk Officer, Institutional Australia, ANZ
- Kate Southam, Editor, CareerOne.com.au
- Tina Brothers, Executive Director, The Reibey Institute
- Catherine Fox, Journalist, Author, Former Financial Review Corporate Woman Columnist
- Sandy Hutchison, Asia Pacific Human Resource Director, Marsh & McLennan Companies
- Dr. Graeme Russell BA, PhD, International Researcher
- Chris Thomas, Partner, Egon Zehnder International
- Jennifer Wittwer, Director National Action Plan for Women, Peace and Security, Office of Vice Chief of Defence Force
- Stephen Galilee, CEO, NSW Minerals Council



"Our economy, companies and society all benefit from more women in leadership. From an increase in organisational and economic performance and from an equality point of view the move toward gender diversity is inevitable. The differences between men and women should be harnessed to improve team outcomes across industries. Courses that directly target harnessing the leadership potential of women help achieve this goal and WLA is at the forefront of education and empowering women to advance to leadership positions".

Tina Brothers,
Executive Director, The Reibey Institute



"The Advanced Leadership program provides an important opportunity for workers to come together and reflect on practice and outcomes in a safe and informative environment. This is critical as we are facing many changes and restructuring in the public and private sectors. The importance of developing and supporting our future leaders does not diminish and in fact becomes more important at these times".

Dr Helen Szoke,
CEO, Oxfam



"This initiative provides an outstanding foundation for high potential women to aid their professional and leadership development in their chosen fields. Through robust and intensive engagement and participation, and developmental experience, women are strengthening their skills, experience and opportunities for senior leadership positions."

Captain Jennifer Wittwer, CSM, FAHRI, RAN,
Director National Action Plan for Women, Peace and Security,
Office of Chief of Defence Force



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“It’s changed my thinking, the way I go about things. I’m able to get up on the balcony and see teams in a different way, it’s created a mindset shift. I also got some great tools and tactics, but it was the impact on the way I think that was the really big thing for me. I’ve just been put onto another leadership program and it pales into insignificance.”

Sara Saidi, National Australia Bank

Program Overview

Prior to the commencement of the program, participants complete a 360° feedback survey on core leadership and management competencies. Findings from the survey facilitate the development of an individual action plan that assists each participant to extract optimal value from the program.

Throughout the program, the following key themes are addressed:

- Mindful Leadership
- Presence and Communication
- Foundations of the Empowered Team
- Building High Performance Teams
- Leadership & Innovation
- Leading Change
- Building Resilience
- Career Focus

Participants are strongly encouraged to engage a more senior colleague from their organisation to support them throughout the program as a Workplace Mentor. The role of the Workplace Mentor is to assist the program participant in driving the learning outcomes to practical on-the-job application.



“The coaching was a highlight for me. It allowed space to work through my own thoughts and was both non-judgemental and accepting. Throughout the coaching process I always ‘felt safe’ in my discussions. My coach was very calm and patient and had a depth of insight and an ability to draw out my thoughts; wait; question and gently steer me until I found the answer myself.”

Andrea Bishop,

Director of Research – Charles Sturt University



12 months



Program Framework

360° SURVEY

The Advanced Leadership Program commences with a 360° survey designed to explore leadership and management competencies. Findings from the survey assist in individualising the course for each participant.

EXECUTIVE COACHING SESSION ONE

During the first coaching session, participants receive feedback from the 360° survey and discuss their own objectives in relation to the Advanced Leadership Program. This first coaching session sets a dynamic and positive tone for the program.

PROGRAM PREPARATION

Participants undertake pre-reading in order to maximise their learning experience throughout the program. At this stage, participants reflect deeply on their own career journey and aspirations.

MODULE 1. MINDFUL LEADERSHIP (ONE DAY FACE-TO-FACE WORKSHOP)

Participants take a deep dive into the traits and behaviours that define exceptional leaders. This day introduces participants a values-based leadership framework as they explore the relationship between authenticity and effective leadership. Participants consider how to optimally synthesise their personal values with their organisation's to build a value-based culture.

MODULE 2. PRESENCE & COMMUNICATION (2 X LIVE INTERACTIVE WORKSHOPS)

Participants explore their own preferred style of communicating and the possible implications of their style on colleagues both up and down their reporting lines. The module's focus is on building effective leadership presence and communicating at different levels - interpersonal, team and organisational.

MODULE 3. FOUNDATIONS OF EMPOWERED TEAM (2 X LIVE INTERACTIVE WORKSHOPS)

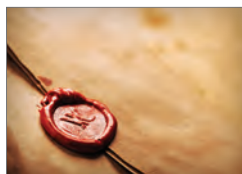
In the Foundations of Empowered Team module, participants explore the practical implications of managing diverse and challenging teams. Participants examine the qualities shared by high-performing teams and identify effective strategies to foster cultures that place a premium on collaboration and collective effort to achieve optimal team results.

EXECUTIVE COACHING SESSION TWO

In addition to addressing leadership-related issues presented by the participant, coaching session two focuses on the application of learnings from the Mindful Leadership, Presence & Communication and Foundations of Empowered Team modules.

MODULE 4. BUILDING HIGH PERFORMANCE TEAMS (ONE DAY FACE-TO-FACE WORKSHOP)

The Performance DNA module examines commitment, accountability, resistance and conflict as fundamental ingredients in strong and effective leadership. Participants identify key principles that enable groups to achieve outstanding results, consistent with organisational objectives. This module also covers techniques involved in handling difficult conversations coaching others and building individual capability.



Program Framework (continued)

MODULE 5. LEADERSHIP AND INNOVATION (ONE DAY FACE-TO-FACE WORKSHOP)

This module reflects on the importance and the dynamics of strategic leadership before moving into a scenario based case study using a variety of strategic problem-solving tools. Participants explore ways to take an active role in redesigning the role of their team, function or organisation in order to achieve the organisation's objectives. This work includes building the skills to innovate within the real constraints of their own situations.

EXECUTIVE COACHING SESSION THREE

In addition to addressing leadership-related issues presented by the participant, coaching session three focuses on the application of learnings from the Building High Performance Teams and Leadership and Innovation modules.

MODULE 6. LEADING CHANGE (2 X LIVE INTERACTIVE WORKSHOPS)

The Leading Change module focuses on the critical importance of leadership in the change process. Participants build on their thinking from the previous module to look at the inevitable challenges of implementation. Decision making, risk, planning and change management approaches are applied to case studies where participants critically discuss the application of relevant theory. Participants also examine leadership challenges during times of acute crisis and pressure.

MODULE 7. BUILDING RESILIENCE (2 X LIVE INTERACTIVE WORKSHOPS)

In the Building Resilience module, participants learn how to manage one's self and lead others when faced with unexpected change and adversity. Participants explore strategies to build a culture of change readiness and model behaviours which expand possibilities for others around them. The important related issues of individual and team wellness is also considered.

EXECUTIVE COACHING SESSION FOUR

In addition to addressing leadership-related issues presented by the participant, coaching session four focuses on the application of learnings from the Leading Change and Building Resilience modules. It also builds into the final Career Focus module to ensure that participants complete the Advanced Leadership Program with an optimal understanding of their own strengths and developmental needs as they realise their potential as a leader.

MODULE 8. CAREER FOCUS (ONE-DAY WORKSHOP)

The Career Focus module focuses on building a coherent and dynamic 'game plan' for each participant. Within the context and expectations of their own workplace, participants consider the steps required to fully leverage their experience in the Advanced Leadership Program and realise their leadership potential.

GRADUATION CEREMONY

The graduation ceremony is an important opportunity for participants to celebrate the completion of the program and formalise the networks they have built. Following the formal ceremony students and their tutors have an opportunity to connect in a relaxing, informal setting and discuss their future aspirations. Additionally, participants are encouraged to invite colleagues and key stakeholders from their organisations to share in their success.





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“Without a doubt this has been one of the most challenging, enlightening and rewarding years of my life and through this journey not a stone was left unturned - values, beliefs, thoughts, strengths and weaknesses were all up for an overhaul, I was challenged to look at how every area of our life impacts the other. To be in an environment that provided a safe haven of support and guidance to allow me to deep dive into the inner sanctum that is me, was nothing like I have experienced before. I walk away having made significant shifts, I walk away a better person, I walk away a better leader in life!”

Lisa Wells, Sales Manager, DMG Radio

Program Fees

Standard Program Fee

\$23,990 per participant (GST Inclusive)

Scholarship Program

Awarded at the discretion of the National Scholarship Committee.

Total Course Fees: \$23,990

Scholarship amount: \$12,000

Fee payable: \$11,990

To discuss scholarship eligibility and application procedures please contact office of the National Industry Scholarship program at Women & Leadership Australia.
Telephone: 1300 735 904 Email: scholarships@wla.edu.au

About Women & Leadership Australia

Women & Leadership Australia (WLA) is a national initiative committed to supporting the increased representation of women in business and community leadership roles. WLA is based on the belief that women represent an enormously under-utilised national resource. Through supporting a greater percentage of talented women to progress into leadership positions, tremendous cultural and economic benefits will follow.

The initiative comprises a range of professional development programs, advisory services, and research endeavours. Since its inaugural forum in 2003, over 50,000 women have participated, making WLA Australia's peak leadership initiative for women.

Each year thousands of women continue to benefit from the program, ensuring the initiative is widely accepted by business leaders as critical to the ongoing development of Australian leadership.

WLA was first developed - and continues to operate - under the auspices of the Australian School of Applied Management. The scope and quality of WLA's services are the result of the dedicated work of ASAM in conjunction with a broad group of stakeholders spanning government, private industry and academia.

Supporting the National Breast Cancer Foundation

Since its inception, WLA has been a proactive and committed supporter of the National Breast Cancer Foundation, Australia's leading community-funded organisation raising money for research into the prevention, detection and treatment of breast cancer.





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over 50,000 women have
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Enquiries

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 **WOMEN & LEADERSHIP
AUSTRALIA**