



PROGRAM SNAPSHOT

For: Emerging and high potential early career and middle-managers

Focus: Behavioural dynamics of leadership

Method: Accelerated Learning

Duration: 18 weeks

Commitment: 3 x 1 day workshops,
4 x Live interactive
workshops via webinar

Accelerated Leadership Performance Program

*Australia's Premier Accelerated
Leadership Program for
Women Managers*



About the Accelerated Leadership Performance Program

The Accelerated Leadership Performance Program, delivered across 18 weeks, enables the rapid transition of managers into self-directed leaders.

The program equips participants with the knowledge and behavioural insights required for successful leadership, embedding and functionalising new learnings as real world behaviour and action.

Informed by global best practice in applied and accelerated learning, the focus on real outcomes as an ongoing and non-negotiable component of the program underpins the emergence of a self-directed, decisive leader.



Who is the program for?

Whilst the program generates exceptional outcomes across wide ranging levels of management it is primarily designed for optimal impact at two levels:

- Emerging and high potential women managers seeking to fast track their leadership development.
- Existing mid-level women managers seeking to accelerate their management performance as well-equipped and competent leaders.

Most cohorts will include a limited number of established senior women managers seeking a more rounded understanding of the behavioural dynamics of effective leadership and their own capacity for leadership excellence.

In-house delivery format

In-house delivery formats of the Accelerated Leadership Performance Program are available for early career, mid-level and senior/executive management teams.

The In-house format is extremely effective for organisations seeking to unlock higher levels of performance and shared focus across teams.

For more information on the In-house Accelerated Leadership Performance Program please contact the Australian School of Applied Management directly.

Program Methodology

Informed by the globally respected principles of applied and accelerated learning, the focus on practical knowledge, preparation and self-directed real world application generate the success oriented behaviours, self-belief and potential required for leadership excellence at all levels.

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

The program interweaves intensive workshops and on-the-job application of new skills that prepare students to rapidly actualise learnings and insights as real world success-oriented behaviours.

In addition to this the program sees participants take full accountability for their progress and their performance as a leader. The blended focus of interactive workshops, online learning, webinars and Workplace Application Projects see participants unlock a decisive, success-oriented mindset, underpinned by frequent reflection and planning.



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



Program Structure and Components

Accelerated Learning Phase	
Unit 1	<p>► Foundations of Contemporary Leadership Face-to-face</p>
Unit 2	<p>► Effective Interpersonal Communication Live interactive workshop via webinar / online learning portal (1 session)</p>
Unit 3	<p>► Feedback, the Performance Enabler Live interactive workshop via webinar / online learning portal (1 session)</p>
Unit 4	<p>► Emotional Intelligence and Conflict Face-to-face</p>
Unit 5	<p>► Supporting Team Performance Live interactive workshops via webinar / online learning portal (2 sessions)</p>
Unit 6	<p>► Leading in Times of Change Face-to-face</p>

Program Content

Unit 1: Foundations of Contemporary Leadership

Participants explore what it means to lead and begin to answer the question 'What type of leader do I want to be?' Models of leadership are examined so that participants can begin to make connections with their own style and approach. As a foundational day for the program, participants are also introduced to a model for understanding and engaging more effectively with people who may differ from themselves.

Unit 2 – Effective interpersonal communication

Building on the foundations of Unit 1, participants are introduced to a range of communication skills that help them engage more effectively with others. These include approaches to listening deeply, asking questions that elicit more valuable responses and skills that enable them to balance the desire to advocate their point of view with their capacity for learning more from others. They will learn practical skills that they can apply on the job immediately.

Unit 3 – Feedback, the performance enabler

Feedback extends the communication skills of the previous unit into the realm of performance and learning. Participants will learn the principles of effective feedback and develop a personal tool for sharing feedback with others. By appreciating the distinction between perceptions and observable behaviour, they will understand and meet the challenges involved in sharing difficult feedback. Participants will be able to share feedback with confidence and clarity.

Unit 4 – Emotional Intelligence and Conflict

Participants will appreciate that whilst intelligence (IQ) may be important, it is emotional intelligence (EQ) that will enable them to progress further. A model of EQ is presented and participants are invited to explore the ways in which they can develop and practice a range of EQ skills. This extends into the realm of managing conflict, from which participants examine how to make conflict a constructive and potentially transformative experience. Workplace Application Projects (see next page) will also commence during this unit.

Unit 5 – Supporting Team Performance

Most organisational achievements occur through the work of teams. Participants explore teamwork from both team leader and team member perspectives. They learn the key attributes of successful teams and how to create them within their own team. This includes the development of a high-performing team culture. The work on Feedback, Communication, Emotional Intelligence and Conflict and all integral parts of developing team skills.

Unit 6 – Leading in times of Change

Participants explore the various responses they and others have to change. They learn a model for managing change and for engaging others on the journey and challenges that are often involved. Participants will learn how to integrate many of the skills from other units in order to effectively embrace and lead change, an ever-present part of modern working life. Workplace Application Projects results will be presented by each participant.



Workplace Application Projects

A core part of the program methodology is the ongoing application of what is learned on the job. In addition to the activities participants undertake during and between units they will identify a workplace project that they will complete as part of the program.

The purpose of the project is to deepen and embed the learning for the participant and for them to deliver something of value to their organisation. Projects will be something of the participant's choosing, possibly on consultation with their manager, that has substance and which will provide challenge and opportunity for the participant to apply the skills that they are developing throughout the program.

Projects will kick-off during Unit 4. Participants will have the benefit of small learning groups of 3-4 through which they will provide ideas, support and challenge to each other in support of their learning and the achievement of their project outcomes.



Accelerated Workshops

The intensive Accelerated Workshops are geared toward the singular objective of informing and unlocking real outcomes, elevating performance in the work setting.

Guided by the elite senior faculties of Women & Leadership Australia and the Australian School of Applied Management, participants are immersed in a multi-faceted learning experience that fast tracks development by sustaining high-engagement and personal accountability to outcomes.

Simulating the real world challenges of leadership, the tempo of workshop sessions frequently shifts maintaining an element of the unpredictable throughout. At intervals throughout each session participants step back from discussion to reflect on their past experiences and new insights before proceeding with a broadened perspective of self, team and purpose.



National Industry Scholarship Funding Program

As part of the National Scholarship Grant Initiative that was instated in 2010, scholarship grant funding is periodically available to prospective students from specified sectors.

Accordingly, students enrolling for 2016 programs are encouraged to contact the ASAM admissions office for information and availability of scholarship funding. The scholarship funding initiative provides grants of \$5,000 per student reducing the program fee from \$9,990 to \$4,990.

The National Industry Scholarship Funding Program is a collaborative initiative of Women & Leadership Australia and the Australian School of Applied Management. The initiative has been established with the overarching ambition of periodically enabling women from all industries equitable access to the world class Accelerated Leadership Performance Program.

Program Fees

The standard program fee for the Accelerated Leadership Performance Program \$9,990

This fee covers all program elements. For scholarship funding to partially subsidise participation in the Accelerated Leadership Performance Program see above.

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 is 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.

National Advisory Board

Women & Leadership Australia is guided by a 14 member, board of advisors comprising an esteemed line-up of experts from academia, government and industry.

- **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
- **Damien Farrell**, Chief Executive Officer, Workplace Training Advisory Australia
- **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**, Former Asia Pacific Human Resource Director, Marsh & McLennan Companies
- **Dr. Graeme Russell BA**, PhD, International Researcher
- **Stephen Galilee**, CEO, NSW Minerals Council
- **Jennifer Wittwer**, Gender Advisor, International Security Assistance Force, (Afghanistan) Joint Command