

The Women's Leadership Alliance

A unique blend of leadership development and peer-group networking

Melbourne - Graduate House - Melbourne University, 220 Leicester Street, Carlton

- Self awareness
- Environmental awareness
- Balance
- Peer support



 WOMEN & LEADERSHIP AUSTRALIA

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I found the Leadership Alliance very empowering – it has been instrumental in bringing together many things in my life. It was very affirming to hear from other women working with similar issues and to think through solutions.

Melanie Saballa,
Senior Manager, Chief Ministers Department (ACT)

What is the Women's Leadership Alliance?



The Women's Leadership Alliance combines leadership development workshops with peer networking to create an unprecedented forum for professional development and ongoing support.

The program is the culmination of extensive research and development by Women & Leadership Australia and involved consultation with women across hundreds of Australia's leading organisations and employer groups.

Leadership Development Workshops

The program comprises 4 workshops over 8 weeks covering the following areas:

- **Self Awareness** (*How am I leading?*)
- **Environmental Awareness** (*How do I interact within my work environment?*)
- **Creating Balance** (*What truly matters to me?*)
- **The Leadership Path** (*Navigating my leadership journey*)

Who is the program for?

The program is designed for both current and aspiring leaders. Because of the personalised nature of the program, leaders at varying levels are encouraged to participate. The diverse experiences and insights of participants is central to the overall learning experience.



The Leadership Alliance provided exposure to other personnel in different work environments and opportunity to challenge my existing thought processes.

Mary Brandy,
Manager, Department of Defence

Peer Network



Throughout the 4 workshops, the group forms a supportive peer network. This unique process is the hallmark of the Women's Leadership Alliance. Long after the program is completed, participants continue to derive value from the network.

Workshops Overview



Great networking experience, time for reflection and opportunity to hear about other women's life experiences and career paths at different levels



Leeanne Maher,

Department of Disability Housing & Community Service (ACT)

Workshop One - Self Awareness

Authentic Leadership

Participants draw out and analyse the key themes of authentic leadership. This includes a reflection on those leaders from whom we draw inspiration in our own lives. Participants look closely at their own values and how their actions - both in their work and personal lives - align or diverge from their core values. The session encourages honest self-reflection on the ways we are living our lives.

Communication

This module commences with an exploration of one's own preferred style of communicating and the impact of one's style on others. The sessions focus on effective communication and influencing at different levels - interpersonal, team and organisational. Participants will explore a range of tactics in theory before applying them at a practical level to their own situation at work.

Workshop Two - Environmental Awareness

Group Dynamics

Participants consider their own impact on the teams in which they operate, before exploring common traits of high-performing groups and the strategies leaders can employ to develop these characteristics in their own teams. Participants consider the traits of both high performing and dysfunctional teams, before exploring stages of team development and relevant leadership approaches.

Emotional Intelligence

Truly understanding one's self is essential to realising one's leadership potential. Participants apply the concept of emotional intelligence to their own self-reflections to gain deeper self-awareness.



Workshops Overview

Workshop Three - Creating Balance

Resilience

The session explores the concept of resilience – particularly during challenging times or in highly pressurised environments. Personal resilience is not only about strength through adversity but the ability to grow and adapt as a result of disruption, to move forward stronger than before. Participants are asked to consider resilience at both a personal and strategic leadership level. Participants go on to learn about ways to build resilience in their teams, and manage challenging situations more effectively.

Workshop Four - The Leadership Path

Networking

This practical session explores methods for successful networking and a Networking Quotient survey to analyse current initiatives.

Purpose, Passion and Gifts

Using the 'Sweet Spot' model, participants are guided to find where their purpose, passion and gifts intersect, enabling a career vision to emerge.

Action Plans and Mission Statements

Throughout the program, participants employ the SMART Goal methodology to generate Development Action Plans. This process assists participants to operationalise key learnings and goals. The workshops culminate in the development of a Personal Mission Statement - designed to distill the value from the previous 8 weeks into a personalised charter for future reflection and direction.



Participant Journals

Throughout the program participants maintain a personal journal. This enables participants to track their progress in relation to their Development Action Plans. Also, it encourages participants to capture new insights and understandings to support their ongoing leadership journey.



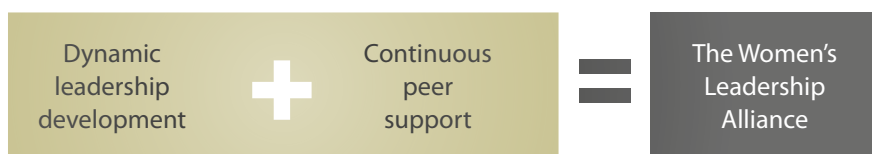
Understanding others experiences and realising other wonderful women encounter problems in the workplace. I learnt a lot and found it very valuable

Alicia Parker,
Manager, Boating Safety and Facilities Program,
Marine Safety Victoria

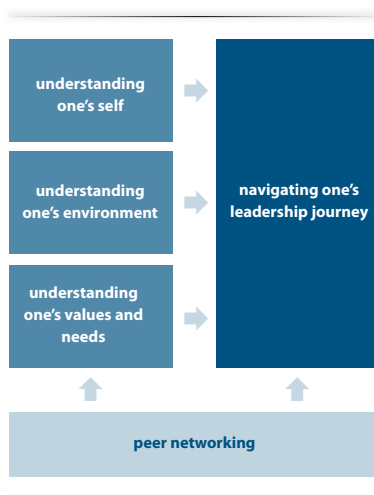
Program Rationale



Extensive research and development by the WLA has resulted in the unique **leadership development + peer support** model that underpins the Women's Leadership Alliance.



By establishing the group as a peer network, a safe and supportive environment is created for exploring one's developmental strengths and needs. WLA research revealed a strong preference for this style of peer engagement in the learning setting.



Understanding one's self is at the heart of excellent leadership. WLA's leadership benchmarking research identifies high emotional intelligence and self-awareness as common traits among successful leaders.

Environmental awareness, or (more specifically) understanding how one interacts within their social contexts, is another key theme throughout the Women's Leadership Alliance. Research revealed strong demand for further development in areas such as communication, group dynamics and decision making.

One of the most telling outcomes from the WLA's research was the high need among female leaders for a sense of genuine alignment between personal values and action. In response to those findings, the Creating Balance workshop was designed. This workshop occurs prior to the development of personal mission statements and ensures that participants have thought deeply about how their own values effect their performance as leaders.

“It has made me realise how important it is to know ourselves well, to be able to draw upon our unique skills, as well as areas for future development.”

Huyeng Myers,
Mechanical Engineer
GHD Australia

About Women & Leadership Australia



Research suggests that to reach ones potential as a leader, it is vitally important that we feel connected, supported and empowered in all areas of our lives. The immense power of women and leadership forums resides in bringing women together to explore their potential as well as their challenges in a supportive and empathetic environment.

Women & Leadership Australia is a national initiative committed to supporting the presence 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 step up into leadership positions, tremendous cultural and economic benefits will follow.

The initiative comprises a range of professional development programs, advisory services, networking opportunities, and on-going research. Since its inaugural forum in 2003, over 35,000 women have participated, making Women & Leadership Australia the largest female focused leadership initiative in Australian History.

With over seven years' experience in developing Australia's female leaders WLA is ideally positioned to respond to the ever changing needs of the contemporary female employee. 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.

The scope and quality of WLA's services are the result of the dedicated work of the WTAA. The WTAA is a leading provider of organisational development services to organisations across Australia. The WTAA's long standing involvement in WLA demonstrates its commitment to enhancing all aspects of the Australian workforce.

Further details

For more details on the Women's Leadership Alliance, please contact:

Phone. 1300 138 037

Email. info@wtaa.edu.au

Supporting the National Breast Cancer Foundation

For over seven years 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.



