



# Advanced Leadership Program **2012**

Supporting the rapid advancement of high potential female leaders

The Advanced Leadership Program is designed to support the rapid advancement of high potential female leaders from all sectors and industries. During a career-defining 12 month journey, participants accelerate their own career progression and become part of an exclusive cohort of female leaders.





## What is the Advanced Leadership Program?

The WLA 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 teams.

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 a dedicated coach for the duration of the program. The coaching 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 program duration, the group develops into an invaluable peer network.

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

“ The Advanced Leadership Program aligns with WLA’s endeavors to make a meaningful contribution to increasing Australia’s talent pool of skilled, well-rounded female leaders ”

*Suzi Finkelstein*

*Women & Leadership Australia*

## Program Overview

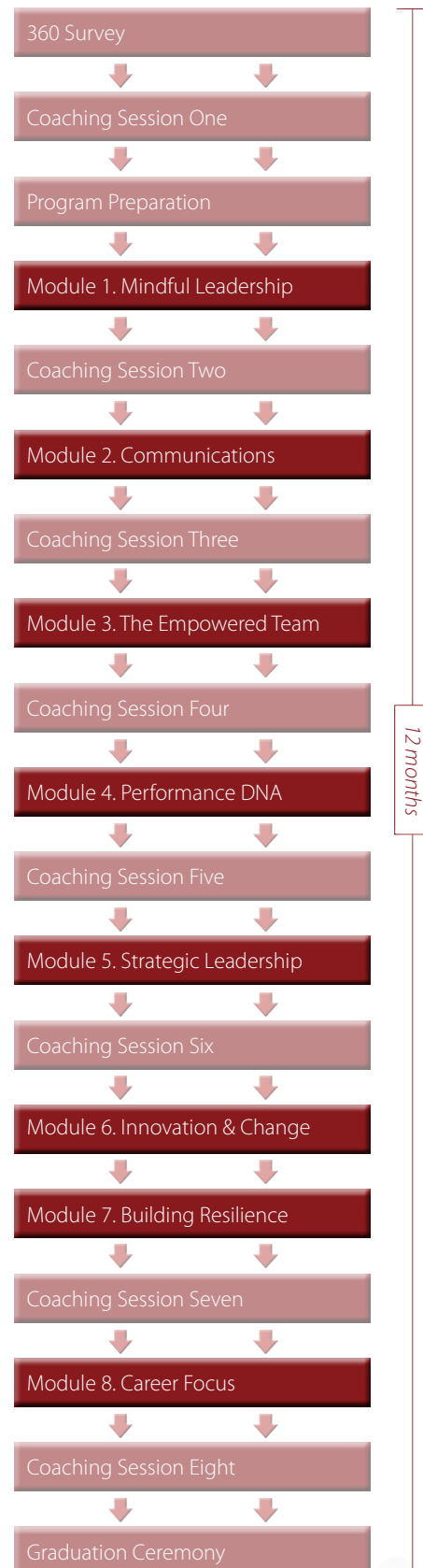
Prior to the commencement of the program, participants complete a 360° feedback survey on core leadership and management competencies. Findings from the survey facilitate the development of an individual action plan that assists each participant to extract optimal value from the program. This exercise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

Throughout the program, the following key themes are addressed:

- Mindful Leadership
- Communications, Presence & Influence
- The Empowered Team
- Performance DNA
- Enabling Innovation, Driving Change
- Strategic Leadership
- 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 Sponsor. The role of the Workplace Sponsor is to assist the program participant in driving the learning outcomes to practical on-the-job application.

“ Leaders are made, not born, and they never stop learning. Women & Leadership Forums are important sources of advice , inspiration and support of other women who are on the same journey ”  
*The Hon. Pru Goward, MP*





## Program Background

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

In response to this need, WLA has engaged with a wide range of stakeholders to develop the Advanced Leadership Program. In addition to delivering critical professional development, the Advanced Leadership Program sets out to create powerful, life-long professional networks.

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.

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.

Over time, it is hoped that the Advanced Leadership Program will be 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.

## National Advisory Board

The Advanced Leadership program is guided by a 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.



**Suzi Finkelstein**  
Executive Convenor  
Women & Leadership Australia



**Kate Southam**  
Editor,  
CareerOne.com.au



**Dr Helen Szoke**  
Race Discrimination Commissioner -  
Australian Human Rights Commission



**Tina Brothers**  
Executive Director  
The Reibey Institute



**Robert R. Orth**  
Director of Human Resources  
IBM Australia/New Zealand



**Catherine Fox**  
Deputy editor  
AFR Boss magazine



**Tracey Spicer**  
Journalist, newsreader  
and TV personality



**Sandy Hutchison**  
Asia Pacific Human Resource Director,  
Marsh & McLennan Companies



**Dr Polly Parker**  
Senior Lecturer in Leadership  
The University of Queensland



**Dr. Graeme Russell BA, PhD**  
International Researcher



**Damien Farrell**  
Chief Executive Officer  
Workplace Training Advisory Australia



**Chris Thomas**  
Partner,  
Egon Zehnder International



**Dr Jacquie Hutchinson**  
Lecturer, Management  
and Organisations, UWA Coordinator,  
Consortium for Diversity at Work



**Jennifer Heymans**  
Commander,  
Royal Australian Navy



**Nigel Williams**  
Managing Director, Institutional Australia,  
Australia and New Zealand Banking  
Group Limited



## Program Framework

MONTH 1

### 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.

MONTH 2

### COACHING SESSION 1

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.

### PRE-WORKSHOP PREPARATION

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

MONTH 3

### MODULE 1. MINDFUL LEADERSHIP (ONE-DAY 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.

### COACHING SESSION 2

In addition to addressing leadership-related issues presented by the participant, coaching session two focuses on the application of learnings from the Mindful Leadership module.

MONTH 4

### MODULE 2. COMMUNICATIONS, PRESENCE & INFLUENCE (ONE-DAY WORKSHOP)

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 on effective communication and influencing at different levels - interpersonal, team and organisational.

MONTH 5

### COACHING SESSION 3

In addition to addressing leadership-related issues presented by the participant, coaching session three focuses on the application of learnings from the Communications, Presence & Influence module.

MONTH 6

### MODULE 3. THE EMPOWERED TEAM (ONE-DAY WORKSHOP)

In the 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 efforts. The important related issue of conflict management is explored in some depth.

### COACHING SESSION 4

In addition to addressing leadership-related issues presented by the participant, coaching session four focuses on the application of learnings from the Empowered Team module.



WOMEN & LEADERSHIP AUSTRALIA

For enquiries regarding the WLA Advanced Leadership Program, please contact WLA on 1300 138 037 or visit [www.wla.com.au](http://www.wla.com.au)

## Program Framework (continued)

MONTH 7

### **MODULE 4. PERFORMANCE DNA (ONE-DAY WORKSHOP)**

The Performance DNA module approaches proactive performance management as a fundamental ingredient in strong and effective leadership. Participants identify key principles of performance management processes in order to ensure consistency with organisational objectives. This module also covers techniques involved in coaching others and building individual capability.

### **COACHING SESSION 5**

In addition to addressing leadership-related issues presented by the participant, coaching session five focuses on the application of learnings from the Performance DNA module.

MONTH 8

### **MODULE 5. STRATEGIC LEADERSHIP (ONE-DAY WORKSHOP)**

This module reflects on the importance and 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 managing the continuous improvement process in order to achieve the organisation's objectives.

MONTH 9

### **COACHING SESSION 6**

In addition to addressing leadership-related issues presented by the participant, coaching session six focuses on the application of learnings from the Strategic Leadership module.

MONTH 10

### **MODULE 6. ENABLING INNOVATION, DRIVING CHANGE (ONE-DAY WORKSHOP)**

The Enabling Innovation, Driving Change module focuses on the critical importance of leadership in the change process. Using a case study approach, participants critically discuss the application of relevant theory and explore how innovation and change are inextricably intertwined. Participants also examine leadership challenges during times of acute crisis and pressure.

MONTH 11

### **MODULE 7. BUILDING RESILIENCE (ONE-DAY WORKSHOP)**

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.

MONTH 12

### **COACHING SESSION 7**

In addition to addressing leadership-related issues presented by the participant, coaching session seven focuses on the application of learnings from the Enabling Innovation, Driving Change and Building Resilience modules.

### **MODULE 8. CAREER FOCUS (ONE-DAY WORKSHOP)**

The Career Focus module centres around 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.

### **COACHING SESSION 8**

The final coaching session builds on the 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 relate to realising their potential as a leader.

### **GRADUATION DINNER**

An appropriately auspicious evening, the graduation ceremony is an important opportunity for participants to come together with their cohort to celebrate the completion of the program. Participants are welcomed and congratulated by the WLA National Advisory Board. Additionally, participants are encouraged to invite colleagues and key stakeholders from their own organisation. Participants become part of a powerful and permanent network of female leaders.





## 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 endeavors. Since its inaugural forum in 2003, over 35,000 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 Workplace Training Advisory Australia. The scope and quality of WLA's services are the result of the dedicated work of the WTAA 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.



“ Since its inaugural forum, over 35,000 women have participated, making WLA Australia's peak leadership initiative for women. ”



## Advanced Leadership Program

### Program Fees

#### Standard Program Fees

\$22,000 per participant (GST Inclusive)

#### Scholarship Opportunities

##### Australian Regional Scholarship

Awarded to participants residing more than 100km from a major capital city.

##### Not-for-Profit Scholarship

Awarded to participants from Not-for-Profit organisations and public sector agencies.

##### WLA Scholarship

Awarded at the discretion of the National Scholarship Committee.

Total Course Fees:	\$22,000	Total Course Fees:	\$22,000	Total Course Fees:	\$22,000
Scholarship amount:	\$7,500	Scholarship amount:	\$9,500	Scholarship amount:	\$11,000
Fees payable	\$14,500	Fees payable:	\$12,500	Fees payable:	\$11,000

To discuss scholarship eligibility and application procedures please contact Dominic Meachen at WTAA.

**Telephone:** 1300 138 037 **Email:** [dmeachen@wtaa.com.au](mailto:dmeachen@wtaa.com.au)

## Registrations and Enquiries

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