



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.



“ 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



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 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 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.

“ Participants are challenged with the unfamiliar, where they can reflect and gain deeper insight into their leadership thinking, styles and behaviours. They are motivated to see themselves as leaders in new ways and to take their leadership skills and careers to the next level. ”

Narelle Wilson

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
- Strategic Leadership
- Enabling Innovation, Driving 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.

“ 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 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.

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 16 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.

- Suzi Finkelstein, Head of School, Women & Leadership Australia
- 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, Asia Pacific Human Resource Director, Marsh & McLennan Companies
- Dr. Graeme Russell BA, PhD, International Researcher
- Chris Thomas, Partner, Egon Zehnder International
- Jennifer Wittwer, Gender Advisor, International Security Assistance Force, (Afghanistan) Joint Command
- Stephen Galilee, CEO, NSW Minerals Council



"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, and thus contribute to improving the gender balance in previously under-represented and non-traditional areas and roles. Programs such as the Advanced Leadership Program are critical to Australia's ongoing business and economic health and future, and maximize the potential of Australia's growing, but currently underutilized, pool of talented and high-potential women. The Advanced Leadership Program is designed to support the rapid advancement of female leaders, and in doing so, enable them to create success from their endeavors".

Jennifer Wittwer, Gender Advisor, International Security Assistance Force, (Afghanistan) Joint Command



"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**



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.

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 4

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 Communications, Presence & Influence and the Mindful Leadership modules.

MONTH 5

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.

MONTH 6

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 Empowered Team module.

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 4

In addition to addressing leadership-related issues presented by the participant, coaching session four 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.

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 Strategic Leadership module.

MONTH 9

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 10

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 11

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 Enabling Innovation, Driving Change and Building Resilience modules.

MONTH 12

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 7

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 CEREMONY

The graduation ceremony is an important opportunity for participants to celebrate the completion of the program and cement the friendships they have made. 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.



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 40,000 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.



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Advanced Leadership Program

Program Fees

Standard Program Fee

\$22,000 per participant (GST Inclusive)

Scholarship Program

Awarded at the discretion of the National Scholarship Committee.

Total Course Fees: \$22,000

Scholarship amount: \$11,000

Fee payable: \$11,000

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

Telephone: 1300 138 037 **Email:** dmeachen@wtaa.edu.au

Enquiries

Women & Leadership Australia
National Office (@ Workplace Training Advisory Australia)

Level 9, 607 Bourke Street Melbourne, VIC 3000
PO Box 4079, Melbourne University, VIC 3052

Phone: 1300 735 904

Fax: 1300 451 031

Email: info@wla.edu.au

Web: www.wla.edu.au