

WOEMN IN LEADERSHIP PROGRAM – OVERVIEW

Objective

Supporting senior women leaders be the best version of themselves that they can be. Exploring different aspects of leadership and behavioural change, combined with deep reflection on the origins of their current thinking and behaviour patterns. Delivered in a safe, non-judgemental and supportive space that promotes experimentation and practice and reinforces commitment to action. Creating a community of learning and support that endures long after the program concludes.

Logistics

Five-month program capped at 15 participants covering seven modules, each lasting approximately two weeks. Time commitment for each module is 3.5 to 4 hours. Fortnightly 75-minute virtual sessions after work or after dinner. Cost per participant \$1,800 + GST, including the cost of the NBI™ instrument used. One-on-one coaching available at an additional cost.

Format

Pre-work:

- ❖ Watch an introductory video
- ❖ Share your specific learning objectives
- ❖ Joining a private collaboration space on Slack

Introductory session designed to:

- ❖ Get to know each other and build trust
- ❖ Preview learning journey

Closing session covering:

- ❖ Reflect on learnings, progress and achievements
- ❖ Plan for future action and celebrate

Bi-weekly Content Modules:

- ❖ Resilience and Self-compassion
- ❖ Building Confidence
- ❖ Communicating for Maximum Effect
- ❖ High Impact Influencing
- ❖ Reframing and Mastering Conflict
- ❖ Making Career Decisions
- ❖ Maximising Your Performance

Each content module lasts two weeks and comprises:

- ❖ **Video, readings and exercises** from Kemp Street Partners designed to introduce you to the content, give you access to additional resources and undertake short exercises to stimulate your thinking and help embed the understanding
- ❖ **Meeting with your Peer Learning Group** to reflect, share insights and gain valuable additional perspectives and commit to action
- ❖ **Ongoing discussions in Slack** with the whole cohort to expand the learning
- ❖ **Whole of cohort meeting** with Kemp Street Partners to review action commitments, expand on content, have questions answered, share helpful tips and where relevant practise with tools and techniques and be introduced to the subsequent module

Slack group remains open for six months following the end of the program to provide ongoing access to resources. A supplementary reading list is offered for those wishing to explore the content further.

WOMEN IN LEADERSHIP PROGRAM – CURRICULUM

1 RESILIENCE AND SELF-COMPASSION

What are the demands on your time within and beyond the workplace? What support do you have (or not) and from whom? What judgements are you feeling and from whom? What boundaries do you have in place and how are they working? How do you balance the multiple roles you are called upon to play without losing yourself in the middle of it all? How do you not just survive, but thrive along whatever path you choose? How many 'others' are you taking care of? Where do your own needs feature in that list? Are you kind and compassionate towards others, but don't pay yourself the same care and attention?

We look at compassion and the work of Kristin Neff. Compassion is a hidden tool in how we interact with others and create maximum impact, but first we examine self-compassion, including empathy. High achieving women are often far more compassionate towards others than to themselves and that comes at a cost. You will do an exercise to identify your level of self-compassion. We also talk about resilience and the characteristics of highly resilient people and you will build a plan to maximise your self-care.

2 BUILDING CONFIDENCE

When do you feel confident and when not so much? How do others describe you? How does that marry up with how you want to be known? How do you 'take control' in tricky situations? How do you say 'no'? Are you being the good corporate citizen but taking on too much? How is your behaviour reinforcing the way that others treat you? What internal 'mantras' guide how you act and how are they impacting your confidence?

We explore the internally generated state of being confident by looking at the things that can get in the way, especially the stories and messages we carry around about how we should behave in any given situation and how they impact how we show up. We examine the situations in which you are less confident than you would like to be and identify new preferred ways of behaving.

3 COMMUNICATING FOR MAXIMUM EFFECT

What is your preferred style of communication and how is that landing with others? How are others communicating with you? What is emotional contagion and how does it impact communication? What is 'climate' versus culture and what is the link between climate and performance? How does it work in a world where you aren't physically present with your team?

We look at the concept of emotional contagion and its impact on climate. We discuss how our preferred communication style doesn't always work for us. You will take an instrument known as the NBI™ and discover your own preferences. You will do an exercise to discover the impact of flexing your influencing style. We will revisit compassion as a powerful tool for communication.

4 HIGH IMPACT INFLUENCING

How do ask for what you want and/or raise important and often difficult issues in an environment not always conducive to hearing them? Are you aware of your inbuilt assumptions and mindsets and understand their impact on the quality of your conversations? What are your triggers and how do you handle difficult emotions? How can you expand your influencing toolkit?

We return to the NBI™ and look at it in the context of influencing and extend this work further by looking at how our inbuilt assumptions hinder our influencing effectiveness. Listening and questions are foundational to high impact influencing. We discover three levels of listening and talk about powerful questions.

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5 REFRAMING AND MASTERING CONFLICT

How do you feel when you think about the word conflict? What is your lived experience that informs your perception of conflict? How do you deal with conflict?

We explore the impact of our lived experience on our views of conflict and reframe conflict to a failure in influencing. All the tools discussed, and insight gained to this point in the program are brought together to help us navigate these difficult situations.

6 MAKING CAREER DECISIONS

Where to next in your career? What do you really want to do versus what you feel you should do and why does that matter? What are you good at and can you articulate that to others? Do you hate networking? What strategies have you used in the past to land your next career role and how much control do you have over these?

We take a look at our ideal future selves, that person we would love to be and situate it against the voices of others who tell us what we should do or need to do. We understand our core strengths and how we might leverage them to think about a future career role and we explore some strategies for initiating action, including the power of conversation with interesting others (a.k.a networking!)

7 MAXIMISING YOUR PERFORMANCE

Are you working to your full potential? What is standing in the way? How can you unleash positive energy and deploy it in service of your performance?

This module brings together aspects of all of the ones that precede it. Resilient, self-compassionate and confident – comfortable in your own skin, armed with tools to maximise your communication and influencing and ability to deal with tricky situations skilfully, and knowing that you are in (or are about to be in) the 'right' job, we take a look at aspects of your performance that still may need to be unlocked and how to do that.