



HIGH IMPACT

women in leadership

A joint initiative of



A **RUBICOR** COMPANY



**LEADERS INSTITUTE
OF SOUTH AUSTRALIA**

WHAT DOES IT TAKE?

Studies show that companies with greater gender diversity at the top perform better financially. Despite this fact and the progress made in the last century, women are under-represented in management.



"In 2000, 50% of the Fortune 1,000 companies had no women at all at the executive level. Studies suggest that progress will be slow (an estimated 6% of CEOs will be female in 2016). Providing developmental experiences for female managers can increase the proportion of women in top level management positions."

"THE PIPELINE TO THE TOP: WOMEN AND MEN IN TOP EXECUTIVE RANKS IN US CORPORATIONS"
Constance E. Helvat, Dawn Harris, Paul J. Wolfson, Academy of Management Perspectives, Volume 20, Number 4,
November 2006

What does the High Impact – Women in Leadership program offer?

The program provides high quality personal and professional development. It links leadership development with self-awareness to deliver personalised pathways for individual and professional transformation. It is a program designed to:

- ➔ break through limits to achieve greater results;
- ➔ equip high potential women to improve performance in current assignments and more senior roles;
- ➔ improve performance to lead with more courage and awareness; and
- ➔ build a network of colleagues to serve as mentors and role models.

Using leading-edge skills and tools the program provides:

- ➔ recognition of talents and strengths;
- ➔ motivational assessment;
- ➔ enhanced communication and leadership ability;
- ➔ elimination of self-limiting, self-defeating obstacles to optimal performance;
- ➔ greater personal power and energy;
- ➔ exposure to high impact leaders.

For organisations this program provides a vehicle to build a strong source of current and future women leaders. It will increase the credibility of gender diversity initiatives and raise awareness about the value women bring to their organisations.

Why a program with a focus on women in leadership?

The program acknowledges that women's lives are not neatly compartmentalised into "work" and "life" and that events in one area affect the whole person's ability to perform at peak levels in all areas.

Women will learn differently when they are not a minority amongst a group of men. Women become passionate and empowered learners in this setting. It will encourage women to express themselves freely, build powerful networks across organisations and become mentors and role models for each other.

High Impact Women in Leadership will:

- ➔ develop unique leadership capacity;
- ➔ enhance the ability to appreciate different values and perspectives;
- ➔ encourage personal and systemic insight;
- ➔ empower and inspire participants;
- ➔ build networks of women colleagues;
- ➔ improve capacities for leading and managing change;
- ➔ connect skills, experience and knowledge to the issues at hand; and
- ➔ encourage participants to move outside comfort zones and be bolder in their leadership.

How does this program work?

The partnership between the Leaders Institute of SA (LISA) South Australia's premier community leadership organisation and Locher, its' most progressive and innovative human resource organisation offers a depth of experience to this unique program. Methods used to achieve the program objectives include but are not limited to the following:

- ➔ interactive seminars, workshops and discussion forums;
- ➔ personal case study work;
- ➔ executive coaching (elective);
- ➔ action learning assignments;
- ➔ high profile expert panels;
- ➔ instruction in reflective practices;
- ➔ experiential group work; and
- ➔ team-building activities.

This experience will prepare participants to confidently undertake more senior roles, to deal with complexity in a more innovative fashion and to lead their work teams with greater awareness and capacity.

Who would benefit from this program?

Anyone who is integral to the success of their unit, department or company will benefit from this program – as well as high potential emerging leaders. Participants will come from a wide range of disciplines, functional backgrounds and experiences, but will share the common aspiration of having a greater impact in their leadership roles.

How is this program constructed?

Drawing upon extensive experience in the executive development area, the program offers a diverse range of assessment techniques and learning interventions. As a *High Impact Women in Leadership* participant you will learn through a wide variety of processes including:

- ➔ pre-program self-reflection and self-assessment;
- ➔ individual executive coaching (elective);
- ➔ an action learning assignment;
- ➔ interactive seminars, workshops and discussion forums;
- ➔ personal case study work;
- ➔ expert panel presentations;
- ➔ dialogue on authentic leadership with professional coaches; and
- ➔ creative interaction and peer coaching.

Comments from the Inaugural High Impact Program participants

In March 2008, a group of 16 women nominated and were selected for the first program. These senior women represent companies including the Department of Premier and Cabinet, Department for Environment and Heritage, ABB Grain, Novita, Australian Society Viticulture and Oenology, Adelaide Brighton and SA Ambulance Service.

Perhaps the best testimony for the program however is from our participants. This is what they have said...

"Although only a short way into the course I have thoroughly enjoyed the experience to date. The course of women only has been a unique and very reflective experience, firm friendships and networks have been formed and I cannot wait for the remainder of the course which I am sure will be as valuable as the days we have already participated in. I highly recommend the course to all senior women from all areas - you will enter a very enjoyable and valuable learning curve."

LORRAINE AMOS

Area Manager, SA Ambulance Service

"I have found the High Impact Program to be extremely valuable. It has given me a chance to spend time on my own development, made me realise that others share the challenges that I face on a daily basis and has been an excellent networking opportunity. It has also allowed me to meet some inspirational women in leadership roles and hear their experiences and benefit from their tips and suggestions. I would recommend this program to everyone; it is not easy but the rewards far outweigh the commitment that is required"

FRANCES GRAY

Service Centre Manager, ABB Grain

When

The program commences **6th May 2010**. Each program takes place over several action-packed months. Those selected for the program will be expected to participate in all workshops, leadership assignments, residential components and individual learning tasks in order to gain maximum benefit from the experience and to qualify for graduation. Participant groupings will be carefully determined to ensure high impact group composition.

Fees, Payment & Preparation

The program fee of \$7,200.00 + GST per participant includes assessment, tuition, teaching materials and catering. An elective of one on one coaching sessions is available with prices available upon application. You will be invoiced for payment for the course on commencement of the Program.

Please pay the program fee within 30 days of the invoice date and no later than one month prior to the commencement of the program. If you register within one month of the start of the program you must settle the invoice immediately without exception.

Up to six weeks before the program start date a program coordinator will contact you with information on venues and pre-program preparation.

How to Register

Please contact Julie Worsman on (08) 8222 9209 or julie.worsman@lisa.com.au to obtain a registration form.

CLOSING DATE FOR REGISTRATIONS IS 31ST MARCH 2010.