



EXECUTIVE
CENTRAL

WOMEN LEADING PROGRAM

A dynamic women's virtual leadership program that builds heightened personal and professional self-awareness to broaden leadership impact.

"The percentage of women holding leadership positions in government, education and business has grown steadily in the past couple of decades, but still lags far behind the percentage of such roles held by men. Many women still face a difficult climb to reach leadership status in their companies, and once there, some may struggle to overcome the preconceptions of colleagues and staff or a desire to prove themselves through perfection.

To be effective as leaders, women must embrace their unique capabilities and strengths, as well as be willing to draw on the tools and resources that any leader needs from time to time."

Forbes Coaches Council

Women Leading Program

The Women Leading Program is a targeted leadership initiative to support individuals and organisations to increase female representation in the succession pipeline.

The program actively builds a network of women leaders who support, coach and mentor each other. This is a practical and proven way of increasing female representation in senior leadership roles.

The Women Leading Program offers participants the opportunity to take a critical look at their own career, leadership, and strengths.

In some industries, women are in the minority, here female leaders will explore the skills needed to lead, thrive, influence, negotiate, and navigate career opportunities.

Delivered over 6 months, the program is centered around 5 x 3 hour workshops focusing on leadership theory and practice, career and personal development.

Between these workshops, participants receive one on one coaching from a senior executive coach and content and collaboration through a Workplace group.

The Women Leading Program is a highly engaging experience that positively impacts each individual and builds lasting networks and relationships.

Get ready to be inspired, network with peers, and learn applicable skills for an immediate impact on your career.

This program is for you if you are ready to take the next step in your career, have a greater sense of purpose within your current or future role, become a more confident and effective leader or team member – or simply learn how to better balance career, life and leadership.

Develop and leverage your talents, and step into roles of greater influence.

Our Program Story and Impact on Participants

The Women Leading Program has been delivered in public and private sectors, and in a broad range of industries and companies. Industries include property development, investment banking and financial services, professional services, banking, infrastructure, utilities, telecommunications, and FMCG.

Participants express appreciation for the opportunity to participate in the Women Leading Program with overwhelmingly positive perceptions of the program's value.

Every experience is unique to the individual in terms of what they take away. Here's some of the feedback:

"As a woman in a mostly male environment, I can be leading men in their sixties and I know it can be a little challenging for them to have a female boss. The Women Leading program reinforced being yourself through its strengths-based leadership approach."

Zena Mehanna, Station Officer, Fire & Rescue NSW

"Over the course of the program I have seen shifts in the kinds of conversations women have, their levels of confidence, the initiatives they take with things like Paying it Forwards. This all applies to me as well! The program is inspiring and has given me confidence, toolkits, strengths, a career map and extended my network."



Roslyn Johnson

Head of Stakeholder Engagement and Strategic Partnerships, Medibank

A call out to all the women out there who haven't engaged in a strengths based leadership approach - now is your chance!! It's one of the most empowering, clarifying and supportive programs that I've ever undertaken. You will gain clarity, understanding and more importantly strategies to identify and harness your natural talents and learn how to prioritize these in your daily work, career and throughout life. People who understand their strengths know where to focus energy and how to communicate, perform and be better leaders. Reyna coaches and leads the program with such style and fineness.

What Participants Say About the Women Leading Experience

99%

say they are better prepared for future responsibilities

97%

say this program was worth the time & effort

99%

say they are better prepared to take the next step in their career



What Will Set You Apart?

Attend the Women Leading Program and acquire the ability to:

- Create a personal development plan so that you may move into the future with confidence as a leader
- Critically examine your own identity as a leader and recognise your leadership potential
- Take ownership of your career and learn to leverage your strengths and identify limiting behaviours
- Join a network of current and aspiring female leaders
- Gain clarity on how others perceive you as a leader.

Participating organisations include:

Attorney General's Office, Australasian Birth Trauma Association (ABTA), Australian Government Department of Education, Skills and Employment, Bank of Melbourne, Beer Farm, BT Financial, CBA, Cemoh, Challenger, Commonwealth Dept Of Health, Department of Foreign Affairs and Trade, Department of Health, First State, Flexigroup, Food Rascal, Foodbank, Gladstone Ports Corporation, Good 2 Give, Goodman, IBM, Ipar, Landcom, Make a Wish Foundation, Medibank, NSW Dept of Education, NSW Fire & Rescue, Office of Industrial Relations, Pacific Laboratory Products, Palliative Care Australia Limited, Pepsico, ProCan Computational Science, QLD Police, Reckitt Benckiser Group plc, Richard Crookes, RuralAid, Smarter Communities, SSI, SydWest Multicultural Services, The Ethics Centre, TMR, Topla, Translink, Treasury NSW, UGL Limited, Ventia Pty Limited, Victoria Police, Warwick DI, Westpac

Women Supporting Women

We encourage learning partners to challenge, support, and empower each other by connecting throughout the program to share similar life and career experiences as we journey through the program. Learning partner coaching is a pivotal component of the Women Leading Program experience.

As Women Leading participants grow their public service careers they continue to rely on and support their fellow participants and foster a pipeline of female future leadership.

Key Takeaways for Participants

- 1 The Importance of Working from your Strengths
- 2 The Value of Career Planning
- 3 The Power of Networking and Connecting

1 Be Your Best Self

Leading With Your Strengths

It is your strengths that are going to provide the foundation of your leadership, so why not identify, develop and leverage those assets?

The 'Strengths' approach provides a fresh and compelling model for management and leadership.

We use the Clifton StrengthsFinder Assessment, which is a developmental tool that provides powerful insights into individual talents and strengths.

Prior to the workshop, participants are provided with the StrengthsFinder 2.0 code to individually complete the StrengthsFinder Survey. They then receive a comprehensive Strengths report.

Getting the results of this survey often provides a light bulb moment as people realize how much they have to offer to the organisation and how unique their leadership strengths are from a generic perspective, as well as from the perspective of cultural diversity.

2 Know Your Way

Take Control of Your Career

Planning and taking action are critical to achieving the career success that you would like. Participants create a career map, and take away an action-oriented plan.

Participants will also take away the inspiration and motivation to be the best that they can be, and reach for what they want.

3 Long Term

Connections

Networking for Career Success

Feedback from our participants is that the long-term relationships created throughout the program creates ongoing mutual benefits. They see the avenue to exchange ideas, open the door for new opportunities and develop long-lasting relationships.



Women Leading Program

SETUP



COMMENCEMENT

Orientation Session

PRE-PROGRAM: Set The Direction

A three-way 30 minute meeting to set direction & establish desired outcome between the coach, participant and manager

PRE-WORK

Prior to workshop 1, participants are provided with StrengthsFinder codes and ask to complete the StrengthsFinder Survey.

We will collate the findings of the survey and prepare for the debriefs with participants.

DELIVERY



WORKSHOPS

- 5 x 3 hour workshops delivered over 6 months (Topics outlined overleaf)
- Highly interactive delivered virtually or in-house
- Using quality multi-media for inspiration
- Delivered through blended learning techniques and technology
- Pre-reading and pre-work support
- Customised in terms of content, timing, length of sessions and focus, to suit your needs

COACHING SESSIONS

A series of 3 fit-for-purpose interactive coaching sessions scheduled and delivered by a senior executive coach. These one-hour sessions are confidential and facilitated face to face online.

- COACHING SESSION 1: Set the direction
- COACHING SESSION 2: Implementing the action and progress review
- COACHING SESSION 3: Setting up for future success

LEARNING PARTNERS

Participants are organised into a peer learning partner system. Having a learning partner means you have someone who can give you a reality check, insights or a boost.

We recommend learning partners meet independently from the structured workshops, with an agreed combination of coffee meetings, phone and video calls, or emails as required. All learning partner relationships evolve in their own way.

CLOSE

POST PROGRAM

A three-way 30 minute meeting between the coach, participant, and manager to confirm program

objectives have been met and ongoing communications established.

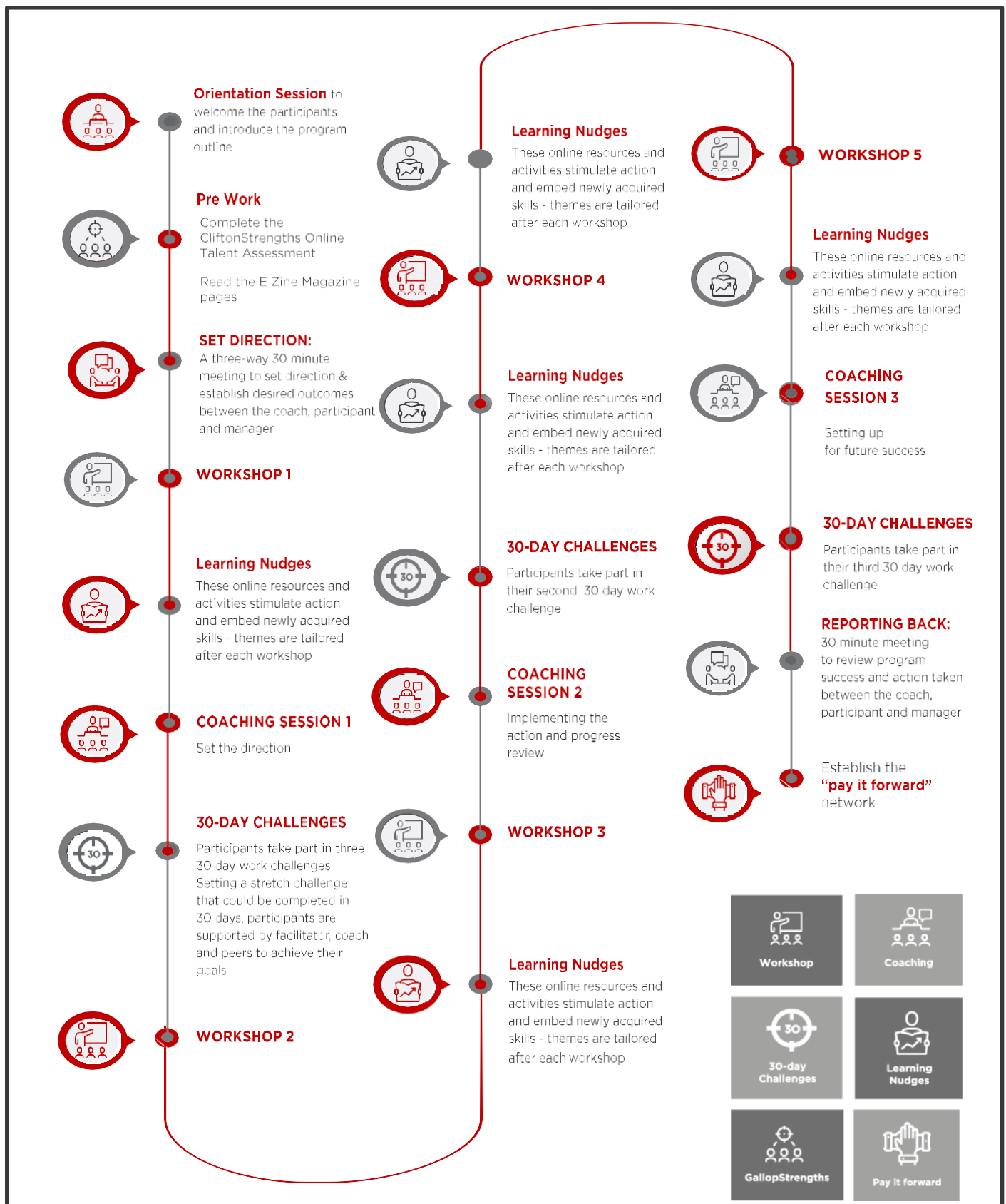
PAY IT FORWARD

Women take ownership to promote and support other women.



Increase Your Impact As A Woman In Leadership

The Woman Leading Program Pathway



With all in house Women Leading Programs we tailor to match capability frameworks and leadership language.

Here are some of our most popular topics and content.

LEADING WITH STRENGTHS

Utilizing the Gallup Strength finder 2.0 inventory, each participant identifies, owns and uses their unique Strengths. We explore how they are currently using their strengths, and how a strengths-based approach will enhance future practice. We discuss implications for teams, performance management and team dynamics. Participants gain a clear understanding of the Strengths model, their own Strength Report, and a plan for implementation.

DRIVING FOR CAREER SUCCESS

Planning and taking action are critical to achieving career success. We examine critical elements of career success, including branding, networks and strategies. Participants create a career map and take away an action-oriented plan. Participants also take away the inspiration and motivation to be the best that they can be, and reach for what they want.

LEADERSHIP

Leadership in today's complex, ambiguous and ever-changing context requires trust. Research tells us that the most effective leaders, authentic leaders, have a solid foundation of values and purpose that elicits this trust. These are leaders who know who they are and what they stand for. In this highly interactive and thoughtful workshop, participants consider themselves through a variety of lenses to hone their authentic and resilient leadership self.

This includes three areas of focus:

- We examine pivotal turning points, how strengths were deployed at these points and what this means for each participant as a leader today;
- We explore self-regulation, managing our mind and our behaviour, so participants are well prepared to lead others with all the challenges of the current and future public sector environment. These skills are specifically important for strategic thinking and innovation.

Practical strategies are explored and embedded in 30 day challenges that contribute to superior and sustainable leadership performance. A new confidence and sense of strength is discovered.

POWER IN THE NETWORKING

Networking is a career necessity. A mountain of research shows that professional networks lead to more job and business opportunities, broader and deeper knowledge, improved capacity to innovate, faster advancement, and greater status and authority. Relationships are key to success in any industry. Your network gives you power and is one of your most important competitive advantages. We introduce proven strategies to help build your networking plan and confidence as networker. We share ideas and inspiration to make networking a meaningful and integral part of professional life.

INFLUENCING WITH IMPACT

In today's highly connected world, success depends on quickly building and sustaining working relationships. To be truly effective —in good times and in times of great challenge — leaders must master the ability to influence others. Executive Central has developed a methodology to allow you to easily describe the way you (and other people) operate / behave in the workplace, at home or in other social situations. In other words, how people go about their business and how they get things done.

NEGOTIATION SKILLS

Women negotiate only about 25% as often as men do, and about 20% of all women never negotiate at all. This has wide ranging implications for women leaders and diversity more broadly, including slower progress on issues such as flexible working, the gender pay gap and much more.

We spotlight what a negotiation is and drill down on strategies for success. This includes how to recognise a negotiation opportunity and a reset of attitudes to negotiating. We learn and practice the stages of negotiation, and explore issues such as conflict management and failure to agree. Participants are emboldened to find win/wins in their everyday as well as the big moments - different, more positive outcomes result.

PRESENCE AND STATUS

We look at our ease, authenticity and power in connecting with others. Executive presence is the external manifestation of deeper inner conviction, confidence, insight and the ability to handle unexpected situations. We enable and challenge participants to be their uniquely powerful self.

DEFINE YOUR BRAND

Developing your personal brand is essential for the advancement of your career and development as a leader. Personal branding, much like social media, is about making an intentional commitment to defining yourself as a leader and how this will shape how you will serve others. We explore strategies for managing your personal brand as a trademark; an asset that you must protect while continuously moulding and shaping it. We pin down what you want your brand to look like and where to focus.

THE ART OF STORYTELLING

Storytelling is one of the most powerful tools for building your career.

We look at participants' own leadership journey, the strengths they have worked with, and their "resilience moments". Participants will walk away with a powerful leadership brand story, elevator pitch and clear statements of what they Can, Will and Do as leaders.

Our Program Thought Leaders

The design of this program is guided by industry experts and executive coaches who will share their experience and in-depth subject knowledge with you throughout the program.

Learn from industry thought leaders and executive coaches as you develop your unique leadership approach

“The true value of industry thought leaders, is not their ability to acquire knowledge, but their willingness to share it”



AGI HEALE



DENISE NORTH



HELEN WISEMAN



KATE HEMAT-SIRAKY



JAC PETERS



KATHY SAVILL



REYNA MATTHES



SALLY-ANNE ROSS



SUZANNE BALMER



TRISH DELLA VEDOVA

Women Leading Program Experience

The Women Leading Program fee is **\$5500 (+GST)**

This investment covers:

- Orientation Session to welcome the participants and introduce the program outline
- A three-way 30 minute meeting to set direction & establish desired outcomes between the coach, participant and manager
- The CliftonStrengths Online Talent Assessment and report
- 3 one-hour coaching sessions with a senior executive coach
- 5 two and a half-hour virtual workshops (via ZOOM) – including preparation, execution and follow up
- Learning Nudges - Relevant reading and leadership IP support material
- A three-way 30 minute meeting between the coach, participant and manager to confirm program objectives have been met and ongoing communications established
- Establishing the “pay it forward” network

[REGISTER HERE](#)





We trust that the information contained herein is sufficient to meet your immediate needs.

Coaching women to understand the value they offer to an organisation is such a privilege and we'd love the opportunity to support you on your leadership journey.

I would appreciate an opportunity to answer any questions about the Women Leading Program content, the personalised learning experience, or anything else.

Please do not hesitate to contact me personally via email on reyna@executivecentral.com.au or mobile on 0417 272 139 or visit our website on <https://executivecentral.com.au/diversity-and-inclusion/women-leading/> for further information.

Please enjoy learning more via our Women Leading Program [video](#) and hear from one of our [past participants](#).

We hope you can join us.

Kindest Regards,

REYNA MATTHES

Director, Executive Central

"I am so passionate about supporting women on their career journey to appreciate their unique strengths and qualities as a leader

Coaching and mentoring them to understand the value and contributions they bring to an organisation is such a privilege"

Reyna Matthes

