



THE ADVANCED LEADERSHIP PROGRAM ONLINE

Supporting the advancement of elite female leaders across all sectors and industries

Created to radically develop Australia's executive talent pool, the Advanced Leadership Program seeks to enable the advancement of elite women across all sectors and industries. During a career-defining, twelve-month journey, participants accelerate their own career potential and become part of an exclusive cohort of exceptional female leaders.

IMPORTANT

Due to the current situation around COVID-19, Women & Leadership Australia has moved to a fully online delivery format for current intakes for all its flagship programs. This move ensures we can continue to offer high quality support and development to female leaders during this difficult time.



Pathway to a world-class MBA
See page 17 for details



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BACKGROUND AND RATIONALE

Over the past ten years, Women & Leadership Australia has grown from a modest gathering of career minded women into a multilayered national initiative encompassing a comprehensive suite of development programs, conferences, networking initiatives and advisory services.

- During this ten year period, Australia has slipped 31 places on the World Economic Forum's Global Gender Gap Report and Australian women have continued to earn an average of 17.7% less than men across all industries and occupations.
- With women now representing 57.5% of degree qualified work entrants (ABS, 2016), the number of women progressing towards senior leadership positions is increasing but currently only 6.5% of CEOs in the ASX 200 are women (ASX 2017).

These shocking statistics continue to fuel the debate around gender equality and reinforce the importance of quality development initiatives specifically designed for advancing female leaders at all levels.

First created in 2011, through broad consultation across many industrial and geographical borders, the ALP is Australia's peak peer-oriented development experience for executive women. Since its creation, the program has been enhancing the capacity and confidence of executive women in addition to creating powerful role models for future female leaders.

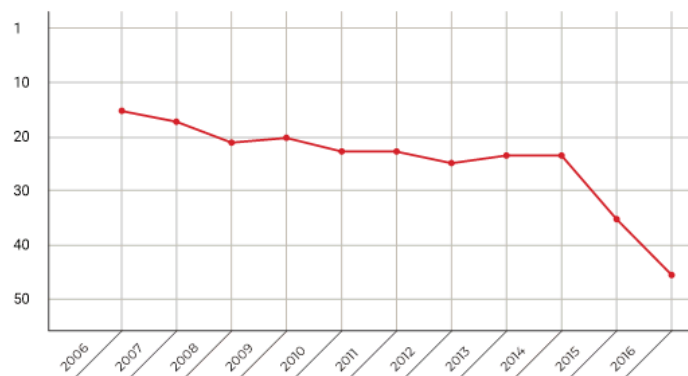




**WOMEN REPRESENT 57.5% OF DEGREE
QUALIFIED WORK ENTRANTS (ABS, 2016)**



**ONLY 6.5% OF ASX 200 CEO POSITIONS
ARE FILLED BY WOMEN (ASX 2017)**



**AUSTRALIA'S WORLD ECONOMIC FORUM
GLOBAL GENDER GAP RANKING**

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PROGRAM SYNOPSIS

The Advanced Leadership Program is a high-impact and challenging developmental experience for elite female leaders. Over a career-defining, twelve-month journey, participants engage in a deep exploration of their own strengths and weaknesses as they relate to building and leading highly effective organisational communities. Purpose designed to stretch experienced leaders beyond their comfort zone, the ALP challenges participants to develop their critical thinking abilities and begin to unlock their full leadership potential.

The program employs a multifaceted learning approach based on expert guidance, peer collaboration, self-analysis, experiential exercises and practical application. Theoretical exploration is continually overlaid with real-world experience to ensure that participants develop the adaptive skills needed to confidently overcome future challenges. This process is further enhanced through a combination of executive coaching and peer group mentoring, enabling participants to cultivate valuable peer level networks, build their self-confidence and hone the skills to lead at the highest levels.

ALP participants are also provided a unique opportunity to engage with an extended network of high profile, experienced leaders through participation in the Australian Women's Leadership Symposium. Held annually in every state and territory, the Symposiums are the most prestigious women's leadership events in the country.

TYPICAL PARTICIPANT PROFILE

The ALP is designed to expand the capacity of senior organisational leaders and is most suitable for participants with a developed understanding of leadership and its impact on organisational performance. The program generates exceptional outcomes for senior leaders across a wide range of workplace environments throughout the public, private and non-profit sectors. Designed to be undertaken in conjunction with full-time work, the ALP is intended for accomplished, dynamic women seeking a truly transformative developmental experience.

KEY LEARNING INTENTIONS:

1. Leverage existing leadership capabilities and extend and engage in a process of continuous self-development.
2. Embrace a transformational 'leader as learner' mindset.
3. Employ data to track the progress of individual and collective growth.
4. Harness the diversity within organisations to foster inclusive practice.
5. Identify and respond to the challenges facing female leaders.
6. Apply the learning gained from case-based scenarios and adaptive leadership principles to broader contexts.
7. Facilitate leadership growth in others.



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'The ALP helped me get promoted! Through the utilisation of the last module (which focuses on each participant's career), I was able to plot out a meaningful and achievable career map. From there, I applied for 2 roles at my current organisation that had come up due to a restructure...and got both of them!'

'The ALP is a fantastic course. The topics are relevant, the content brilliant and the teamwork exercises exceptional. The blended model also really worked for me. So much of the course was directly applicable to my situation, both now and what I want to achieve in the future. I have recommended this course to quite a few people, and will continue to do so.'

GEETHANI NAIR, ALP Alumni



The Advanced Leadership Program combines the very latest leadership pedagogy from across the globe with an informed understanding of the unique complexities women leaders face in the contemporary workplace. The ALP is based upon a framework that focuses on interpersonal and behavioural dynamics central to the successful leadership of others. The program does not deal with the technical or administrative aspects of management.

The following pedagogical principles inform the program's ongoing development and delivery:

- 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, 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.

In addition to enabling real outcomes for individual leaders, the ALP is recognised nationally as an innovative program that contributes in a meaningful way to the realisation of gender equality in relation to formal leadership practice.

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PARTICIPANT EXPERIENCE

Encompassing a sophisticated blend of synchronous and asynchronous learning, the ALP immerses participants in a multilayered development journey designed to ensure maximum individual impact. Coordinated via our state of the art learning management system, the program provides powerful and accessible learning.



PSYCHOMETRIC ASSESSMENT

Participants undertake a psychometric assessment which provides meaningful insight into their personality, characteristics, values, strengths and derailers. Known as the 'Hogan Leadership Forecast Series', the assessment generates three development reports based on the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI). Each report offers detailed information regarding the characteristics, competencies, and values that underlie how the participant approaches work and leadership and how they interact with others in the workplace. These assessments are designed to bring together three distinct aspects of personality to provide strategic self-awareness and assist in identifying key areas for development.

SELF-DIRECTED LEARNING

Throughout the program, self-directed learning content is accessible via our state of the art online learning management system (LMS) allowing participants to engage with it at any time from any device. Content includes high quality video tutorials, 'best practice' leadership literature, experiential activities and reflective tasks. Throughout the program, participants are also free to connect with each other 24/7 via the LMS and discuss 'top of mind' issues.



EXECUTIVE COACHING

Through the one-on-one executive coaching, participants take a deep dive into their individual situations and establish the foundations for their unique vision of success. Participants attend four sessions with their executive coach, at key points throughout the Advanced Leadership Program. WLA has designed a rigorous, best practice approach to coaching which adheres to the code of ethics established by the International Coaching Federation.

LEADER AS COACH

The 'leader as coach' sessions are designed to develop participants' own coaching capacity so they can not only increase their own self-awareness and developmental insights, but support learning in others. Participants are invited to reach out to their peers in order to form effective partnerships in which they can utilize coaching models to practice meaningful, outcome-driven coaching and mentoring conversations.

ADAPTIVE LEADERSHIP CHALLENGE

As participants work through the program, they are asked to identify, plan and undertake an Adaptive Leadership Challenge. Through their Adaptive Leadership Challenge participants have an opportunity to test out new strategies and methodologies and integrate their learning into their everyday environment. Outcomes and results from the Adaptive Leadership Challenge are presented to peers at the end of the program.

VIRTUAL WORKSHOP DAYS

Participants attend six, virtual workshop days, scheduled across the program. The workshop days are segmented into three high impact sessions with breaks in-between. During the workshop days, participants explore new concepts and strategies and work collaboratively on real-time challenges. The unique format offers valuable insight informed by collective experience as well as reflective practice.

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INTERACTIVE WEBINARS

At regular intervals across the program, participants attend interactive webinars with their cohort. Focused on rich discussion and debate pertinent to each of the key themes, these high impact sessions aim to contextualise learning within real world situations and create a powerful regular connection point to explore new ideas and insights.



THE AUSTRALIAN WOMEN'S LEADERSHIP SYMPOSIUM

THE AUSTRALIAN
WOMEN'S LEADERSHIP
SYMPOSIUM



ALP participants will also have an opportunity to attend the Australian Women's Leadership Symposium in their home state.

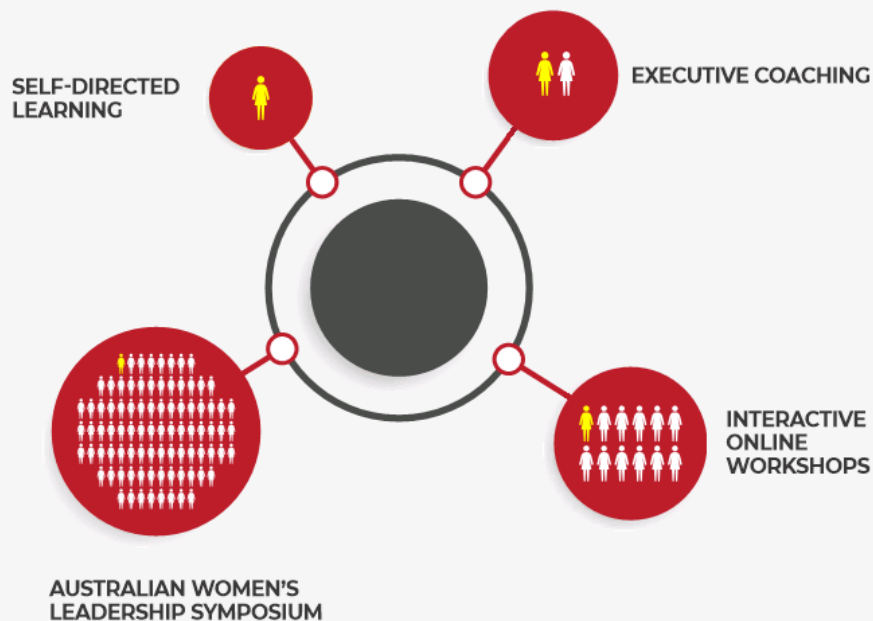
Held annually, in every state and territory, the Australian Women's Leadership Symposiums have been running for over ten years and have become the most highly attended women's leadership events in the country. Addressing a wide range of topics including gender equality, leadership, career advancement and life fulfilment, the Symposiums offer an important opportunity for Australian women to stay abreast of current local and international trends. Showcasing the country's most respected and celebrated female talent, the Symposiums provide the perfect setting for female leaders to share their experiences and learn from their peers.



**WOMEN & LEADERSHIP
AUSTRALIA**

PARTICIPANT INTERACTION

From tailored, one-to-one guidance to large scale, group development, the ALP immerses participants in a vibrant, multifaceted learning experience. Interacting with peers across a range of large and small group settings, participants develop fresh insights and ideas and build powerful new alliances.



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'This course was just what I needed. I was frustrated and lacked structure and guidance. The readings, conversations, webinars and other participants have all been stimulating and educating. I have learned so much about myself and how to guide and lead others with tools and proven methods rather than with my gut and my own sense of what works.'

The topics have been excellent. The 'inner critic' model blew me away and the Hogan assessment was both confronting and empowering.'

LISA GULIKERS, ALP Alumni

THEMES

Segmented into eleven key themes, the Advanced Leadership Program engages participants in a comprehensive exploration of the responsibilities and opportunities of senior leadership. Through exploring previous experiences, participants gain a deeper understanding of their innate drivers and derailers and develop the skills to take a more adaptive approach to current and future challenges.



LEADING AUTHENTICALLY

Participants identify frameworks and individual behaviours that underpin authentic and effective female leadership and consider what this means in their particular context. Participants go on to examine the impact of values upon leadership, decision making and organisational culture. Finally, participants are introduced to reflective practices that they can use to enhance their leadership capacity.

EMPOWERING TEAMS

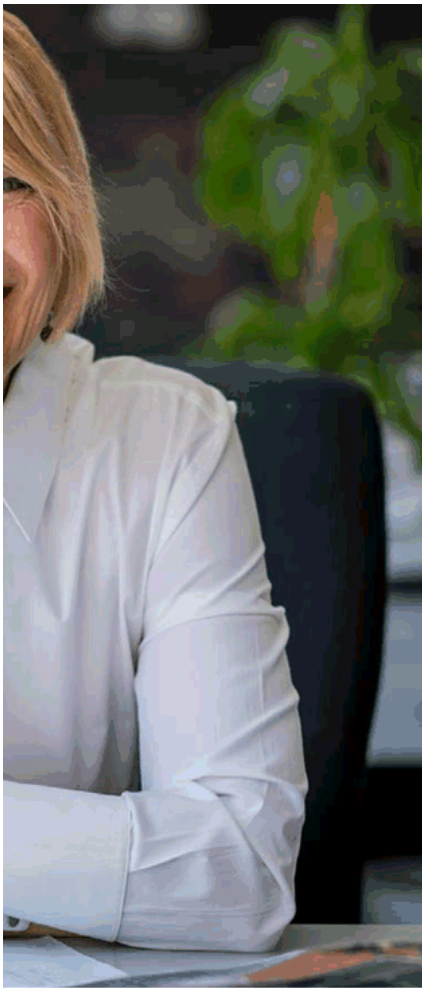
Participants analyse the enablers of high-functioning teams and explore ways to develop cohesion and trust in order to enhance team performance. Participants also examine the role of culture in team dynamics and learn how to foster cultures that place a premium on collaboration and collective effort.

REINFORCING RESILIENCE AND WELLBEING

Participants examine common workplace challenges and explore ways to facilitate discussion around wellbeing, resilience and social capital within their teams. Practical strategies, tools and models for supporting themselves and others are explored. Participants go on to develop new ways to overcome challenges, bounce back from adversity and increase their resourcefulness.

REDEFINING YOUR ROLE

This theme considers ways that participants must continually re-define their role and value proposition to their organisation as they take on new roles and responsibilities. Participants identify their ingrained competency traps, develop new situation sensors and begin to recognise and leverage their strengths in order to develop the personal vision for effective leadership.



PROGRESSING DIVERSITY AND INCLUSION

This module provides participants with an opportunity to appreciate the benefits and challenges of diversity and inclusion from an organisational perspective. Diversity and inclusion are explored in the context of social capital and impact on organisations. Issues such as sexism and ageism are highlighted and discussed, underpinned by purposeful case-studies and curated materials. Participants are offered strategies to promote inclusion and equity and to positively leverage diversity.

ENGAGING WITH CHALLENGE AND CONFLICT

Participants are challenged on their current perspectives towards conflict and its role in effective leadership and collaboration. Participants explore ways to increase their confidence to engage in conflict and their ability to utilise effective feedback to enhance performance and engagement.

REWIRING YOUR NETWORKS

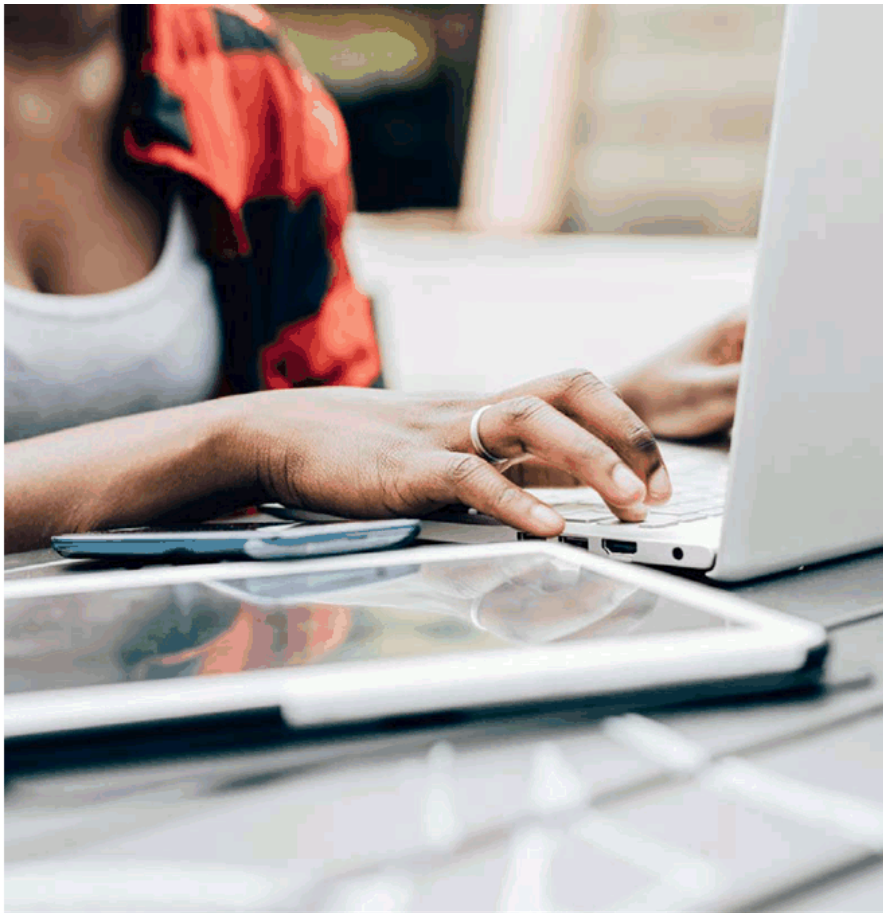
Effective networking, within, across and beyond the organisation, is one of the key factors that distinguish exceptional leaders. Effective communication and emotional intelligence are essential to building and maintaining a good network, which in turn can become a powerful asset on your leadership journey. Participants will explore the interface between operational, personal and strategic networks and identify new ways to become active and effective across all three.

EVOLVING STRATEGIC CHANGE

Participants examine the difference between creativity and innovation, and how to harness the benefits within their organisation. Participants explore a range of strategies to drive organisational performance and examine strategic analysis and decision making tools to help them lead effective change.

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COMMUNICATING WITH PRESENCE AND INFLUENCE

This theme focuses on building leadership presence, influencing tactics and communicating effectively at an interpersonal, team, and organisational level. Participants begin to explore their preferred style of communication and the possible implications of their style on others. Participants go on to explore alternative communication styles and the ways in which communication can be leveraged for maximum impact.

DEVELOPING A LEADERSHIP MINDSET

The transition to truly effective organisational leadership is not a flick-switch. Nor is it an elegant curve or linear process from one level of capability to the next. Real transformation requires time, patience and adaptability. This theme will allow participants to begin developing the mindset they will require to succeed. It will also provide tools and guidance on ways to manage setbacks along the way.

CREATING FUTURE FOCUS

This theme centres on building a coherent and dynamic 'game plan' for future growth. Within the context and expectations of their current situation, participants consider the steps required to effectively leverage their experience and put measures in place to realise their full potential presently and in the future.

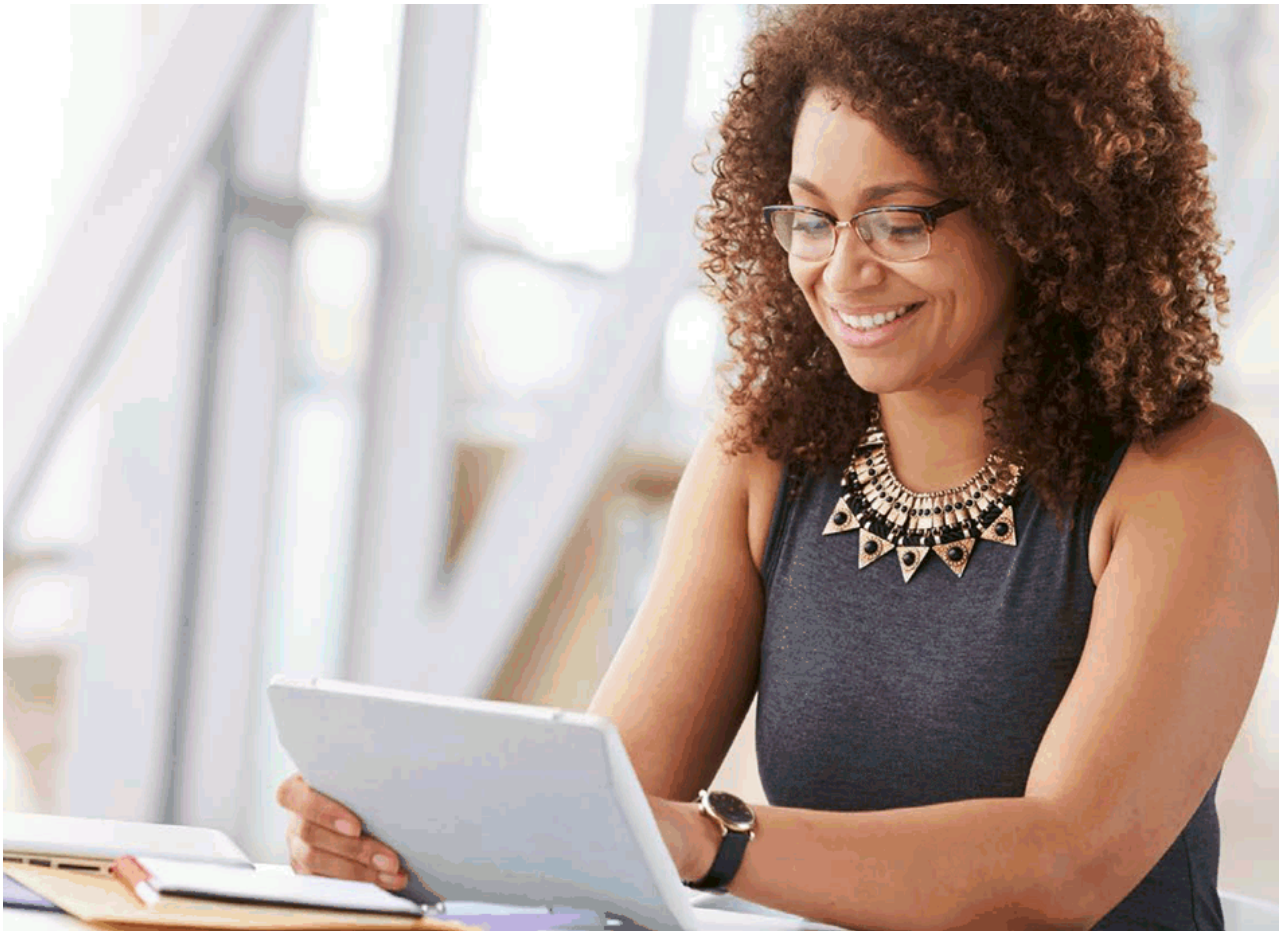
PROGRAM INCLUSIONS

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IN-PROGRAM SUPPORT

Our high-touch approach to engagement and support is an essential component of WLA's market leading completion rates. During the ALP, our Engagement and Support Specialists undertake a highly detailed process which includes over 130 separate actions intended to ensure each participant feels supported and nurtured throughout the entire learning cycle.



'The ALP was a unique experience, unlike any previous development program I have attended. The principles and concepts explored were able to be put into practice back in the workplace and the peer coaching provided additional support and inspiration.

The face-to-face sessions provided a safe and open forum for sharing and growth, while the monthly webinars were an effective way to stay in touch and cover new topics. I believe the success in these areas was due to the high calibre of the facilitators and the mix of intelligent and interesting women in attendance. In fact the participants in the course were almost as crucial to the success of the program as the program content itself.

The frequency of visits I made to the learning portal to reference its spot-on content were testament to the effort that had gone in to the relevant planning of the program.'

MICHELLE DALZELL, ALP Alumni

ENQUIRIES AND ENROLMENTS

All applicants enrolling into the Advanced Leadership Program must satisfy WLA's admissions criteria and adhere to standard admissions policies and procedures. Enrolments are at the discretion of the WLA Admissions Department. Enrolment details may be obtained by contacting the WLA Admissions Department.

~~The standard program enrolment fee is \$16,990 (+GST).~~

Please note: For the fully online program format the standard enrolment fee has been reduced from \$16,990 to \$12,990 (+GST). This reduction is intended to help ensure that critical development opportunities remain accessible to female leaders at this time. The enrolment fee covers all tuition and coaching, program related materials and access to the WLA online learning portal.

ENQUIRIES

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Web: wla.edu.au/alp

PATHWAY TO A WORLD-CLASS MBA



A partnership with Deakin University is now enabling professional women across the country to gain credit towards one of Australia's most respected Master of Business Administration programs through their participation in the Advanced Leadership Program.

Under the partnership, ALP graduates are able to use their participation in the program to apply for 4 units of credit towards Deakin's internationally accredited MBA. This equates to 1/3 of the total MBA qualification.

Offering flexible and customisable learning options for busy working professionals, the quality and agility of the Deakin model made it a clear choice for WLA graduates. Deakin's MBA can be undertaken wholly online or face-to-face, with residential programs, study tours and Masterclasses available to students in any study mode. Deakin's online MBA is now ranked #1 in Victoria and is also top 20 in the world.

Interested parties must complete the ALP in line with established criteria and satisfy Deakin University's statute, regulations, policies and procedures. For more information please contact the WLA Admissions Department.

