



HIGH IMPACT

women in leadership

2012

A joint initiative of



A **RUBICOR** COMPANY



**LEADERS INSTITUTE
OF SOUTH AUSTRALIA**

High Impact - Women in Leadership

Up until more recently women's leadership development programs have either tried to deliver the same programs they deliver to men in an 'add women and stir' approach or too often it has been a 'fix-the-women' approach. By locating the problem with the woman it is assumed women have to be socialised to compete successfully in the world of men so must be taught the skills of their male counterparts.

The High Impact - Leadership for Women program helps women shape a path to leadership without victimising or blaming, but cultivating in women a sense of agency. This has been the foundation of success for this program over the past four years. So if you are looking to increase your effectiveness, progress your career and advance into leadership roles then the High Impact - Women in Leadership can help you do this.

Is this program right for you?

If you are looking to have great impact in your existing leadership role or one you aspire to, then you will benefit from this program. The High Impact – Women in Leadership program is for anyone looking to understand contemporary leadership issues and increase their personal leadership effectiveness.

What are the benefits to you?

- Overcome real or perceived barriers to career success and learn how to make the transition to senior positions
- Gain the confidence to tackle difficult and complex issues in the workplace effectively
- Enjoy a supportive and safe environment to work through challenges and build networks
- Learn to think more critically and strategically about your leadership challenges through acting mindfully and an increased self-awareness
- Identify and take committed action to building your pathway to leadership

Specifically this program will help you:

- Identify your personality preferences and strengths
- Appreciate different values and perspectives
- Act from your values base – creating a meaningful and satisfying approach to leadership
- Implement strategies to 'let go' of unhelpful thoughts and patterns that limit optimal performance;
- Take committed action – based on personal values that facilitate meaningful change
- Build skills in core leadership performance areas
- Access greater personal power and energy
- Learn through exposure to high impact leaders
- Establish a network of women colleagues.

What are the benefits to your organisation?

- The Reiby Institute's 2011 research report for the second year running shows a correlation between gender diversity and higher returns on equity (RoE). Those organisations that pursue diversity and support pathways for women to leadership positions are reaping the returns. Would you like these dynamics working in your organisation?
- Increase the effectiveness of your women managers and signal to your talented team members you are investing in them and your organisation's future together. Invest to develop them personally and help your organisation thrive.

Why a program just for women?

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

The program also 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. To achieve this, a tailored solution is more effective.

How is the program structured?

The High Impact – Women in Leadership Program is a joint initiative of the Leaders Institute of South Australia and Locher Human Resources.

The program guides participants through a series of key modules such as leadership fundamentals, personal leadership, influence, contemporary leadership issues, team building and career and life planning.

These modules span April to November across nine days of program delivery plus another two additional half days for rehearsal and presentation of Action Learning Assignments. Click [here](#) to see the program framework.

Drawing upon extensive experience in the executive development area, the program offers a diverse range of assessment techniques and learning interventions.

- pre-program self-reflection and self-assessment;
- interactive seminars, workshops and discussion forums;
- personal case study work;
- action learning assignment;
- executive coaching (elective);
- high profile expert panels;
- instruction in reflective and mindfulness practices;
- experiential group work;
- creative interaction and peer coaching;
- team-building activities.

What have past participants had to say?

"This is the most amazing course I have ever attended. It has literally changed my life. I can't thank you enough."

TENILLE MUSCAT

Project Officer, Transport, Energy and Infrastructure, Public Transport Services

"The High Impact Women in Leadership program helped me to develop greater self awareness, improved confidence and to work out what I want from my career."

NICOLE DWYER

Associate Director, KPMG

"The High Impact Women and Leadership program has provided me with a more holistic view of leadership and has helped me understand the way in which we interact within the organisation. Personally, it has been a journey to discover what really drives and motivates me, and I can now take more of a 'big picture' view of leadership challenges that I may face in the future."

ANNE THYSSEN

Assistant Marketing Manager, Grundfos Pumps PTY LTD

"HIWL program has enabled me to pull together previous training and experience into a more focused and coherent leadership understanding and practice that will influence not just my own ministry but also cascade into the wider diocesan church context"

REVEREND ELIZABETH DYKE
Parish Priest, Anglican Diocese of Adelaide

How do I get involved?

The program will be delivered across the following dates:

26-27th April – 2 day intensive
7-8th June – 2 day intensive
12-13th July – 2 day intensive
9th August – 1 day session
13th September – 1 day session
4th October – 1 day session
18th October – Learning Assignment Rehearsals
20th November - Finale

To join the program please fill in the High Impact – Women in Leadership [registration form](#).

The program fee of \$7,300.00 + 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 prior to commencement in the program and program fees are non-refundable within four weeks prior to program commencement.

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. Four weeks before the program start date your program coordinator will contact you with information on venues and pre-program preparation.

The closing date for registrations is 30th March 2012.

Lead Program Facilitators



NIKI VINCENT

Niki Vincent is the Chief Executive Officer of the Leaders Institute of SA which runs the renowned Governor's Leadership Foundation (GLF) program. She has been in this role since October 2002.

Prior to joining the Leaders Institute of SA, Niki had a diverse career - including running two family businesses, as a senior social researcher with the National Centre for Education and Training on Addiction in Adelaide, coordinating the International Heart and Vascular Diseases Research and Development Program at the Institute for International Health in Sydney, as well as National Manager for Kids First Foundation – a children's charity supporting services for abused and neglected children. She has published on a diversity of issues and has co-authored two books in the field of health.

Niki has received several awards throughout her career, including a 2007 Australian DAVOS Future Summit Leadership Award conferred by the Rt Honourable Sir Ninian Stephen and a Telstra Business Woman of the Year Award (2005 SA Finalist). Her academic background is in psychology and public health. She was awarded a University Medal from the University of Adelaide and the Australian Psychological Society Prize for her Honours research and she is currently undertaking a Doctor of Philosophy (PhD) studying adult development and leadership. She has completed an executive program in 'The Art and Practice of Leadership Development' at Harvard University and has also studied sustainability leadership at the Integral Institute in Colorado. She graduated from the Social Leadership Australia's Sydney Leadership program in 2001.

Community service is important to Niki. She served on the SA Higher Education Council from 2003-2008 and on the SA Premier's Roundtable for Sustainability from 2003-2007 (where she chaired the Roundtable's Community Engagement subcommittee). In 2006, she was one of 15 community leaders that oversaw the community consultation process for updating the SA Strategic Plan. From 2000-2007 she was Co-Chairman of FIDO (a Sydney-based volunteering organisation) and she is currently on the board of a number of community organisations. She is an accredited business governance volunteer trainer with Australian Business Volunteers (an AusAid funded organisation offering training in developing countries in the Pacific Region), a member of the Australian Institute of Company Directors and an Associate Fellow of the Australian Institute of Management.

Niki has four children and three grandchildren. She and her husband enjoy travel, bushwalking, film, skiing and evenings spent discussing ideas with friends over food and wine in the gardens of their home in Waterfall Gully.



CAZ BATSON

With management experience in the commonwealth public service and several education institutions including the University of Melbourne, Caz has provided high level organisational development, executive coaching and research/review consultancy services in throughout Australia's public, private and not-for-profit sectors for the past 20 years.

She has worked with a very diverse range of organisations including the Murray Darling Basin Authority, Sony, Anglo Coal, Tenix Defence Systems, DP World (P & O Ports), SA Water, Tourism SA, ABB Grain, Wallmans Lawyers, Orlando Wyndam, the Australian Wine Research Institute, Adelaide City Council, Department of the Premier & Cabinet (SA), Department of Trade & Economic Development (SA), the State Theatre Company (SA), Office for Recreation & Sport (SA) and Department of Sport & Recreation (NSW), Department of Immigration & Multicultural & Ethnic Affairs (SA), Eldercare, Australian Red Cross and Minda Corporation.

Caz has managed and/ or made significant contributions to research projects focusing on Australian business leaders' perceptions of South Australia's business climate, population demography, psychological stress in the public sector, corporate social responsibility, the impact of economic restructuring on work-life balance, and the growth of double degrees in Australian Universities. She has specific expertise in strategic thinking and planning, leadership development, organisational review (strategy, structure and culture), personal and interpersonal competence, communication effectiveness, political nous, conflict resolution and mediation. She has a strong practical and academic background in leader/manager effectiveness, culture and values, and organisational change. She is a highly skilled process facilitator and coach with the ability to rapidly discern, contextualise and productively address the *real* issues with diverse people in one-on-one and group contexts. She is

fundamentally oriented toward sharing her knowledge and skills and promoting self management and development. She has high level writing skills, is politically astute and adept at supportively challenging organisations, teams and individuals to change and grow.

Voluntary service is an integral part of Caz's life. She is presently a director of YMCA E-Store P/L which retails apparel and hard goods into Australian and international markets, President of the YMCA of South Australia, Rostrevor College Board Chair, President of the Australian Parents Council and Chair of its Government Policy, Advocacy & Funding Taskforce. Previous commitments include terms as Vice President of the Hong Kong based Asia & Pacific Alliance of YMCAs and President of YMCA Australia. She is an Associate Member of the Australian Psychological Society (APS), and a member of its Coaching Psychology Interest Group and Aboriginal and Torres Strait Islander Peoples & Psychology Interest Group.



DR JOHN WOOD

Dr John Wood's background and corporate experience is extensive including roles as HR and OD specialist, consultant, company director, manager and now business owner. He has been employed in manufacturing, financial services and the professional services sectors and consulted to other industries throughout Australia including energy, resources, defense, government and pharmaceuticals. In addition John has complemented his experience with academic qualifications including a PhD addressing the qualities of successful CEOs. John has also been a practicing psychologist since 1983.

John has designed and delivered leadership development programs for enhanced performance, culture change and corporate wide leadership initiatives. The design has included values and competency based models, 360 degree feedback and action learning.

John has accreditation in Human Synergistics Life Styles Inventory (LSI), Human Synergistics Organisation Culture Inventory (OCI), Human Synergistics Organisation Effectiveness Inventory (OEI), Human Synergistics Leadership Impact (LI), Executive Dimensions, Benchmarks, Skillscope, By Design, MLQ, Myers Briggs Type Indicator (MBTI), Myers Briggs Type Indicator (EAR), Leadership Maturity Framework (LMF), Subject-Object Interviewing