

ACTIVATE

— PROGRAM —



The Activate Program is an introductory professional development program for women.

For anyone to rise to greater levels of influence, responsibility and decision-making it requires the need to view things from a broader and more diverse perspective and to realise what may have made us successful in our careers so far may not be the best equation for continued success.

This program is all about developing the right mindset, skillset and toolsets to be an effective professional and to navigate some of the challenges women can face at work.



Who is the program for?

Women who are either aspiring to become Leaders or who are new to Leadership roles who wish to activate their professional skills and confidence.



Program Outline

Module 1	Module 2	Module 3	Module 4
Directing Your Career Forward	Developing Greater Confidence & Presence	Increasing Your Impact and Influence	Developing & Maintaining Professional Resilience

Learning Outcomes

Module 1 - Directing Your Career forward

- Explore the things that matter most to you about your work and career;
- Discuss career inhibitors and accelerators;
- Identify your networks for satisfaction and success.

Module 2 - Developing greater confidence and presence

- Discuss what is 'leadership presence' and how to develop it;
- Articulate and practice sharing what you do, how you do it and why you do it, so you have impact on introduction and growing your network;
- Discuss obstacles to confidence and leadership presence and how to navigate them.

Module 3 - Increasing your impact and influence

- Test assumptions and reframe the importance of working with power and politics;
- Map your political terrain and conduct a stakeholder analysis;
- Define and practice 11 key influencing strategies to increase your impact.


Module 4 - Developing and maintaining professional resilience (half day)


- Discuss the characteristics of resilient people;
- Review the developmental model for resilience;
- Identify ways to develop resilience reactively and proactively;
- Determine an appropriate action plan.




Why this program?


According to the Workplace Gender Equality Agency's "2021-2022 Gender Equality Scorecard" published in December 2022:


Only
22.3% 
of CEOs are women

Only
31.2% 
of Board Directors
are women (22.3% of Board
and governing bodies have
no female directors)

In 2021-22
47% 
of manager-level appointments
were awarded to women

Women's average full time
total remuneration across all
industries and occupations is

Women comprise
41% 
of managers and 46%
of managerial appointments

22.8% 
less than men, an average
of \$26.6K less per year.



Catalyst, an independent research organization conducted a study of 353 Fortune 500 companies and found that companies with the most women in top management positions provided a total return to shareholders that was 35 percent better than in companies with more male-centric executive teams.

This supports the notion that a more diverse spectrum of leadership perspectives, traits and thinking really does drive bottom line performance. The most women in top management positions provided a total return to shareholders that was 35 percent better than in companies with more male-centric executive teams.

Identifying common experiences increases women's willingness to talk openly, take risks, and be vulnerable without fearing that others will misunderstand or judge them. These connections are especially important when women are discussing sensitive topics such as gender bias or reflecting on their personal leadership challenges.

Herminia Ibarra
et al "Women Rising: The Unseen Barriers"



Program Facilitator:

Nell Wilson is a senior HR Leader/ Specialist and Executive Coach with over 25 years' experience in leadership and learning & development roles within large Australian corporations.

Nell brings a breadth and depth of knowledge and experience of gender diversity particularly during her time as General Manager of Women & Leadership Australia. Nell brings unique insights about women at work and is dedicated to increasing the percentage of women in leadership whilst also helping organisations accelerate and foster inclusive and constructive workplace cultures for all employees.

Nell has worked with an incredibly diverse range of clients and stakeholders across a variety of disciplines including Manufacturing, Health, Education, Government (Federal, State and Local), ADF, IT, Mining & Resources, Telecommunications, Banking & Finance, Law, Consulting, Media/Advertising, and Transport Services etc. Nell's gender diversity experience and credibility in the corporate sector coupled with her business acumen and leadership and organisational development skills ensures her work with clients is highly sought after and impactful in Australia and overseas.

Nell is passionate about helping leaders and teams' be at their best. Nell facilitates and coaches with credibility, insight and empathy. She also uses strength-based coaching strategies and constructively challenges and pragmatically helps individuals and teams develop new ways of thinking and behaving that leads to increased self-awareness, personal insights and enhanced professional outcomes. An experienced facilitator, Nell's style is engaging, experiential and practical, always focused on delivering tangible and meaningful results.

Contact Nell Wilson

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ACTIVATE PROGRAM APPLICATION FORM

APPLICANT INFORMATION

Date: _____

Full Name: Title _____ Last _____ First _____

Organisation Name: _____

Address: _____ State _____ Postcode _____

Best Contact Number: _____

Email: _____

INVOICING DETAIL

Company Name: _____ Contact Name: _____

ABN: _____ Purchase Order: _____

LEADERSHIP EXPERIENCE

Reason/s for wanting to complete the program? _____

Years in leadership roles? _____

Other leadership development programs completed/qualifications: _____

Currently in a leadership role? YES NO

CREDIT CARD PAYMENT

Visa Mastercard (circle one) Cardholder Name: _____

Cardholder Number: _____ Expiry Date: _____ CVV: _____

3 digit number on back of card

DISCLAIMER AND SIGNATURE

Signature: _____

Print Name: _____

Date: _____