



# ACCELERATE™

PROGRAM



**The Accelerate™ Program is a targeted intensive leadership 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 leader and professional and to navigate some of the challenges women can face at work.



## Why a program for women?

Often organisations are nervous about offering women-only programs as they believe it ‘widens the divide’ between male and female leaders or that the mixed gender leadership programs they often have run historically are enough and are sufficient to promote more women into leadership.

The WGEA data indicates that the rate of change is extremely slow, and whilst demographic diversity is critical, there is also a need to help women navigate either their first role in leadership so the organisation does not incur a ‘broken rung’ (where women don’t progress further than the bottom of the career ladder) or where they don’t encounter the ‘glass ceiling’ where the organisational culture is subconsciously not enabling women to progress into Executive or C-Suite roles.

The Accelerate™ Program has hundreds of graduates world-wide who will all attest that the experience of learning alongside other professional women, who often face similar challenges/obstacles, creates a refreshing level of candour and confidence in navigating some of their professional scenarios they face, more so than when they attend mixed programs.

Accelerate™ is not “in place of”, rather a way to fast track more women into leadership than just the traditional development methods. Approximately 32% of women who have graduated from the program either achieve promotion whilst on the program or within 12-18 months of graduating, so the ROI is significant for organisations who want to see a measured increase in women represented at every level.



## Program Outline





## Learning Outcomes

**360 Degree Feedback & Debrief** – designed to help you increase your awareness, identify strengths and determine targeted performance development areas to focus on throughout the program. (Optional)

### Workshop 1 – Navigating Your Career Path

- Discuss common career inhibitors and accelerators;
- Identify your networks for satisfaction and success including mentors and sponsors;
- Articulate your career purpose, passions and interests;
- Identify other practical tips and strategies to navigate your career path.

### Workshop 2 – Effective Communication Skills & Working with Difference

- Learn how to identify different communication preferences and styles of others to flex effectively;
- Utilise a variety of action stances in group settings to facilitate effective meetings by “Reading the Room”.
- Practice using the Conversational Dashboard™ approaches and techniques for group discussions.

### Workshop 3 – Developing Leadership Presence & Impact

- Define what is ‘leadership presence’;
- Discuss some of the obstacles to leadership presence and how to navigate them;
- Identify and practice techniques for mindful and authentic leadership;
- Give and receive Feedforward™ on your leadership presence and impact.

### Workshop 4 – Conducting Courageous Conversations

- Examine the key elements of preparation and execution for effective courageous conversations;
- Work more effectively with intrinsic motivators;
- Prepare and practice for a courageous conversation;
- Learn techniques to self-regulate in high stakes conversations.

### Workshop 5 – Working with Power & Politics

- Define the terms politics & power;
- Map your political terrain and conduct a deep stakeholder analysis;
- Discuss and practice utilising 11 key influencing strategies;
- Utilise the principles of Adaptive Leadership using ‘Case in Point’ scenarios and process.

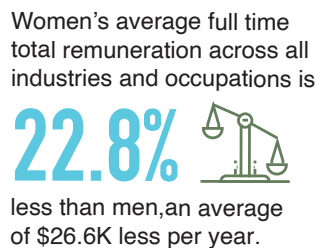
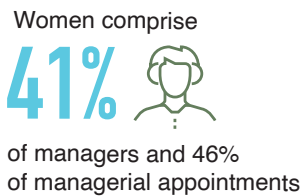
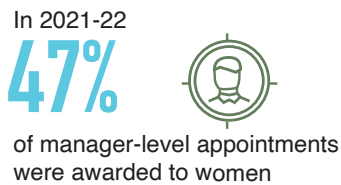
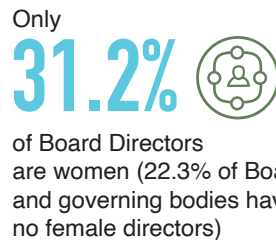
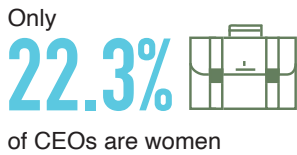
### Workshop 6 – Building Resilience for Self & Others

- Discuss the characteristics of resilient people;
- Identify ways to develop resilience reactively and proactively;
- Utilise a coaching methodology to assist others develop their own resilience;
- Identify any potential obstacles to change and determine preventative strategies.



## Why this program?

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



## “ Testimonials

I had the chance to catch up with the women leaders that participated in your Accelerate program here in the U.S. In my 22 years at Vanguard, I've never heard such uniformly positive feedback on a program/experience. We don't know each other—but you should be proud.

Your work has had a huge impact on 15 women at Vanguard. I can't tell you how many times the women invoked your name because I lost count! I co-sponsor the Women in Leadership Success (WILS) program at Vanguard. I can't thank you enough.

### Managing Director, Vanguard

I've achieved so much but one of the biggest things is that I am so much more confident and grounded as a leader. I've realised that I can achieve the goals I set out to do, I see possibilities that I didn't see before using my core purpose and values as the navigator. All I was missing was the foundational mind shift in really truly understanding what that 'true north' was, as well as the tools on courageous conversations, influencing others, understanding other styles and how to flex your style. I am more confident in leadership meetings, I am more candid and I am better at developing my team. Most importantly I'm not afraid to be myself.

### Product Owner, Planning & Development



## 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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## ACCELERATE™ 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: \_\_\_\_\_