

Leading Edge Program

A high-impact program for emerging and aspiring women leaders, providing essential leadership skills and frameworks.



Ideal for

Aspiring and emerging women leaders



Duration

4 months, 2 hours per week



Fees

\$3,990 + GST pp. Industry scholarships are available



Delivery

Online



The program was a really enjoyable and positive experience. It is a great way to learn about practical leadership in a safe, diverse and productive environment. The workshops were really good and the facilitators were excellent. It is also helpful to do a course that is reasonably flexible from a time commitment perspective. I learnt just so much throughout the program and have been able to utilise these learnings in the workplace.

Li Huey Tan,
Leading Edge Graduate

Program Overview

Delivered part-time over four months, Leading Edge supports aspiring and early career women managers to transition into confident, capable and motivated leaders. The program equips you with the knowledge and behavioural insights you need for successful leadership and guides you in the real-world application of your new skills and capabilities. Combining high-impact workshops, peer coaching and self-paced learning, the program delivers tangible, relevant outcomes tailored to the needs of each participant.

This comprehensive development program includes:

Two virtual workshop days

Four peer coaching sessions

Self-paced learning modules

Five interactive webinars

Capability assessment

A workplace application project



Participant Profile

The Leading Edge program is designed for emerging and aspiring leaders. If you're seeking your first management role or have been recently appointed to a leadership position, this course is for you. Program cohorts include participants from a wide range of industries and is designed to provide a psychologically safe and inclusive learning environment, this program is for women and gender diverse people.

Learning Outcomes

Build the leadership capabilities to set you up for success:

Identify the type of leader you want to be with the support of your cohort

Identify underlying values and biases influencing thoughts and behaviours

Learn techniques to communicate and present with presence and influence

Effectively embrace and lead change within your team

Develop and evaluate a targeted Workplace Application Project then integrate your learnings into your workplace

Develop your EQ skills to manage stakeholders, deal with resistance, and enhance commitment

Program Modules

Leading Edge immerses you in a multilayered leadership development journey.



Supporting leadership performance

Explore what it means to lead and identify the type of leader you want to be. Understand how leadership plays out within your team and organisation, and develop strategies for building resilience, resourcefulness, mindfulness and wellbeing.



Effective interpersonal communication and feedback

Discover techniques to communicate with presence and influence. Discover deep listening skills, understand advocacy and enquiry techniques, and the principles of effective feedback. Learn the difference between perceptions and observable behaviour, to effectively provide difficult feedback.



Emotional intelligence and conflict

Discover why emotional intelligence (EQ) is key to successful leadership. Understand a model of EQ and explore the ways you can develop and practice a range of EQ skills. Extend your learning to managing conflict, and explore how conflict can lead to a constructive and potentially transformative experience.



Career and professional growth

Develop a coherent and dynamic 'game plan' for future career and life fulfilment. Within the context and expectations of your workplace, consider the steps required to fully realise your career potential. Explore career inhibitors and accelerators, and understand your career path through the Sigmoid Curve model. Explore the importance of networking from a strategic growth perspective.



Elements of a successful team

Explore teamwork from both team leader and team member perspectives. Learn the key attributes of successful teams and how to create them within your own team. Discover the importance of diversity and inclusion and its challenges and benefits in a high-performing team culture.



Presence and presentation skills

Develop your confidence and capability in this critical area. Although many people dread presenting, learning a few basic skills can significantly reduce feelings of fear and help to put both you and your audience at ease.



Leading in times of change

Explore various responses to change and learn a model for managing change and for engaging others on the journey. Discuss common challenges involved in change and learn how to integrate your new skills to effectively embrace and lead change within your team.



Program Experience

Encompassing a sophisticated blend of facilitated and self-paced learning, the Leading-Edge Program will immerse you in a multilayered development journey designed to ensure maximum individual impact.

 High-Quality Videos	Module 1	Supporting Leadership Performance	Leadership capability assessment Virtual workshop Day 1 Peer coaching session 1	
 Reflective Tasks	Module 2	Effective Interpersonal Communication and Feedback	Interactive Webinar 1 Peer Coaching Session 2	
 Leadership Literature	Module 3	Emotional intelligence and Conflict	Interactive webinar 2	
 Workplace Application Project	Module 4	Elements of a Successful Team	Interactive webinar 3 Peer coaching session 3	 4 Months
	Module 5	Leading in Times of Change	Interactive webinar 4	
	Module 6	Presence and Presentation Skills	Interactive Webinar 5	
	Module 7	Career and Professional Growth	Virtual Workshop Day 2 Peer coaching session 4 Leadership capability Assessment	



■ Virtual workshop days

The scheduled workshop days are segmented into three high impact sessions. During the workshops, you will 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.

■ Peer coaching

The peer coaching sessions are designed to develop your own coaching capacity so you can not only increase your own self-awareness, but support learning in others. You will work with peers to practice meaningful, outcome-driven coaching conversations. Peer coaching sessions offer real-time feedback and enable you to develop meaningful, impactful connections with other leaders in the program.

■ In-Program Support

Our personalised approach to participant engagement will ensure you are supported throughout your learning experience. You will be connected with a dedicated Program Delivery Coordinator who is available to provide individualised support and information throughout your program.

■ Interactive Webinars

The interactive online webinars focus on rich discussion and debate and help to contextualise learning themes within real world situations, equipping you to apply new approaches.

■ Self-directed learning

Throughout the program, self-directed learning content is accessible via our online learning system allowing you 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.

■ Online Community of Practice

Throughout the program, you are encouraged to connect with your peers via an online forum to share reflections and celebrate wins.

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I had the most incredible experience participating in the Leading Edge Program. I was new to a role in leadership and was stumbling through my own development in this space. Whilst participating and having since completed the course, I am a different person! I have learnt how I can develop my skills and abilities with a toolkit of different strategies and techniques. My network is now further afield within my organisation and external to my organisation. I have so much to work on and learn, but now I know with confidence how I can get there! If you were like me, and are looking for something to help you in the world of leadership, look no further!

Bianca,
Leading Edge Graduate



Our Learning Methodology

Our programs are designed by experts with a deep understanding of leadership challenges at every career stage. Our evidence-based, learner-centric approach ensures you benefit from the latest frameworks and insights, and practical skills that you can put into practice right away.

Collaborative, psychologically safe learning environments

Our educational approach is grounded in social constructivism, which recognises that knowledge is co-constructed through social interaction and collaboration. We create a psychologically safe and supportive learning environment that encourages participants from a wide range of backgrounds, industries, and organisations to share their experiences and learn from one another.



Applied learning for real-world impact

Our programs deliver practical learning outcomes designed to be immediately applicable within a professional environment. We prioritise inquiry-based and problem-based learning approaches to empower participants to become active learners and critical thinkers. Through authentic and real-world challenges, students engage in inquiry and exploration, developing their problem-solving skills and deepening their understanding of complex concepts.

Fostering powerful connections

We foster communities of practice within our learning environment, where students, educators, and experts come together to share their knowledge, experiences, and perspectives. These communities provide a supportive and engaging space for learners to collaborate, exchange ideas, and collectively solve problems. By participating in these communities, learners build meaningful connections, develop a sense of belonging and benefit from shared expertise.



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This has proven to be one of the most outstanding and thought provoking leadership programs I have ever taken part in. The content was incomparable, the facilitators were world class & the course modules were holistic.

Renee,
Managing Director

About Women & Leadership New Zealand

We believe in the power of women's leadership. Advancing women into leadership positions is a matter of equity and further advances the basic human right to equal opportunity.

With over 60,000 graduates since 2003, we work hand in hand with industries, workplaces, and individuals in New Zealand and Australia to create new opportunities, invest in skills and leadership development, and advocate for tangible change in our society.

We create safe places for women leaders to develop

Women are still underrepresented in positions of power in most workplaces and most industries. While we can't resolve gender equity on our own, we're proud to deliver safe spaces for women leaders to learn, network and be inspired on their leadership journeys.

Our programs are designed to provide a psychologically safe learning environment. This ensures our participants can feel safe, speak up, contribute, take risks, ask questions, and feel respected whilst learning.

Program Fees


The standard program fee is \$3,990 + GST per person.

The enrolment fee covers all tuition and coaching, program related materials and access to the online learning system.

Partial scholarships are available for women in select industries. Contact us to find out if you're eligible.

Programs for large groups and organisations

We work with large groups, organisations, and leadership teams to deliver tailored development experiences for leaders of all genders. Contact us for a customised proposal that meets your organisation's needs.

 info@womenandleadership.co.nz

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I found the program a great opportunity to network with other great women in leadership positions. The duration of the course provided us with the opportunity to develop a rapport with members of the group.

Angela,
Operations Manager

