





Impact Program

Game-changing strategies and insights for dynamic, passionate, and ambitious women.



-  **Ideal for** Women outside formal leadership roles
-  **Duration** 10 weeks, 1 - 2 hours per week
-  **Fees** \$2,650 + GST pp. Industry scholarships are available
-  **Delivery** Online

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So incredibly grateful for the opportunity to be a part of the course by Women and Leadership New Zealand. It came at a time where I had been feeling I needed to grow my skills and knowledge to progress in my career, but I didn't know where to start. I've gained so many skills and insights that are just so relevant and useful, personally and professionally. I feel like a different person than I was at the start, and I am so thankful

Ariana, Impact Program Graduate

Program Overview

Develop essential capabilities to thrive at work

Communication, behavioural, and interpersonal skills are central to our everyday lives and form the basis of how we understand ourselves, how we interpret our experiences, and the impact that we have on others. These core capabilities are fundamental to working effectively with people regardless of your role or responsibility level.

During the Impact Program, you'll develop your ability to work effectively with others to improve your confidence and give you greater work satisfaction. The skills you'll develop throughout the Impact Program are the foundation for a long and fulfilled career.

- Gain practical skills to improve communication, time management, and decision making
- Master key behavioural and interpersonal capabilities
- Explore strategies to reduce stress, enhance resilience, and build confidence at work

This comprehensive development program includes:

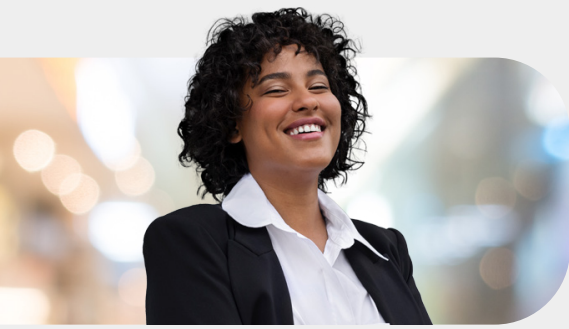
Five self-paced online modules

High quality video tutorials

Reflective tasks

Five 2-hour interactive online workshops

Workplace activities



Participant Profile

This program is for women of all ages from all industries who are passionate and ambitious but not in formal leadership positions. If you want to feel more confident and fulfilled at work and are looking to increase your impact in your career and personal life, this program is for you. Designed to provide a psychologically safe and inclusive learning environment, this program is for women and gender diverse people.



"I had the pleasure of completing a course with this company late last year. The course content was delivered in a logical sequence and directly related to my development. I met some amazing people with incredible stories, and had the great pleasure of growing with them. Highly recommended to any young woman looking to push themselves out of their comfort zone and get to know themselves better."

Shauna, WLNZ Alumni

Learning Outcomes

In this program participants will:

Gain awareness of differing communication styles

Prioritise your effort and energy on the things that matter most

Think critically, evaluate information and make effective decisions

Learn strategies to more effectively manage key responsibilities

Leverage conflict for positive and constructive outcomes

Understand and leverage your strengths

Develop strategies to enhance your resilience

Reinforce interpersonal relationships

Program Modules

The Impact Program encompasses five core modules, delivered over a 10-week schedule, and is designed to be achievable alongside a full-time role.



Self-understanding

Explore your own preferences and strengths and how these elements impact your behaviours and actions both in the workplace and beyond. The intersection of purpose, gifts and passions will also be explored.



Impactful communications

Examine your style of communication and how that communication style impacts others. Followed by exploring key interpersonal skills of empathy and connection.



Productive conflict

Challenge your current perceptions towards conflict. Examine personal stress responses and develop your capacity to engage in productive conflict.



Conscious decision making

Develop the skills needed to think critically, evaluate information successfully, and make timely and considered decisions. You will explore the critical behaviours of accountability, responsibility and ownership, and practice reflective strategies to support conscious decision making.



Maximising effort and energy

Explore effective and efficient ways to prioritise and manage your effort and energy. Discover new ways to improve your time management to reduce stress, doubt, guilt and panic, and find a more focused, purposeful and productive momentum. Examine the concept of resilience and explore your capacity to overcome setbacks.

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This course was a terrific opportunity to connect and network with other women in similar stages of their career journey, and to meaningfully reflect upon and build self awareness around my strengths and areas for further development as a leader.

April, Coordinator Social Planning



Program Experience

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



■ Self-directed learning

Access learning materials any time via our easy to use and fully accessible online learning system. Content includes high quality videos, best practice leadership literature, experiential activities, and reflective tasks. You can also connect with your peers via an online forum to share reflections and celebrate your wins.

■ 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 online workshops

You will attend five interactive online workshops throughout the program. Focused on rich discussion and debate, the online workshops help to contextualise key themes within real world situations. Providing a space to reflect on your own experience and the experiences of others, the workshops will enable you to find meaningful connection with each key theme.

■ Supportive learning community

A hallmark of our programs is the supportive and empowering nature of the relationships that are developed between participants. To foster this, you are encouraged to connect with each other via the online discussion forum to share experiences and discuss 'top of mind' issues.

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 program has been immensely enriching, amplifying my leadership capabilities and providing me with invaluable strategies that I'm eager to implement. A huge shout out to the mentors, peers and the entire WLA team for curating such a transformative program.

Helena, AI & Machine Learning

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.

We work hand in hand with industries, workplaces, and individuals in New Zealand 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 \$2,650 + 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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Was a great experience to connect with like-minded women and have resources that I can continuously revisit throughout my career!

Amy

