

The Advanced Leadership Program

Supporting the advancement of experienced women leaders across all sectors and industries



 Ideal for	Senior and executive women leaders
 Duration	9 months, 1.5 hours per week
 Fees	\$10,990 + GST pp. Group discounts available
 Delivery	Online with live workshops, coaching, and self-paced learning modules
 Pathways	Master of Business Administration Graduate Certificate of Business Administration

“

The ALP is a fantastic course. The topics are relevant, the content brilliant and the teamwork exercises exceptional. So much of the course was directly applicable to my situation, both now and what I want to achieve in the future. I have recommended this course to quite a few people and will continue to do so.

Geethani Nair,
ALP Alumni

About the program

The Advanced Leadership Program (ALP) is a career-defining developmental experience that supports senior women leaders to unlock their leadership potential and reach their goals.

Centring the real-world experiences of program participants, this high-impact program provides best-practice strategies and applied learning approaches to give you the skills and insights you need to lead in complex and dynamic environments.

Fostering values-led, authentic leadership, the Advanced Leadership Program is a uniquely personal experience providing a psychologically safe learning environment, allowing you to enhance your own strengths, capabilities and confidence, while building supportive relationships with like-minded women leaders across a range of industries.

This comprehensive leadership development program includes:

A personal Hogan leadership psychometric assessment

Self-directed learning via our online learning system

Four one-on-one executive coaching sessions

Nine 90-minute online webinars

Three full-day virtual workshops

Three peer coaching sessions

An adaptive leadership challenge



Participant Profile

The Advanced Leadership Program is designed for senior leaders across a wide range of workplace environments throughout the public, private and non-profit sectors. Designed to be undertaken in conjunction with full-time work, the ALP is intended for experienced, ambitious leaders seeking a transformative developmental experience.

Designed to provide a psychologically safe and inclusive learning environment, this program is for women and gender diverse people.

Learning Outcomes

In this program participants will:

Explore your leadership values
develop your personal leadership
vision and goals

Adopt strategies for enhanced
resilience, wellbeing and performance
in the workplace

Identify and respond to unconscious
bias and systems that hold women
leaders back

Leverage emotional intelligence
to build strategic relationships
and networks

Increase your communication skills,
influence and ability to lead change

Harness the diversity within your
organisation to foster inclusive practice

Employ data to track personal
and team growth

Facilitate leadership growth in others

Program Modules

The Advanced Leadership Program explores the essential leadership capabilities senior leaders need to succeed in complex and dynamic environments.



Leading authentically

Identify frameworks and behaviours that underpin authentic and effective leadership and consider what this means in your own context. Examine the impact of values on leadership, decision making and organisational culture. Explore reflective practices to enhance your leadership capacity.



Empowering teams

Analyse the enablers of high-functioning teams and explore ways to develop cohesion and trust to enhance team performance. Examine the role of culture in team dynamics and learn how to foster cultures that value collaboration and collective effort.



Creating future focus

Build a coherent and dynamic 'game plan' for future growth. Within the context and expectations of your current context, you will consider the steps required to effectively leverage your experience and put measures in place to realise your full potential now and in the future.



Redefining your role

Consider ways leaders must continually redefine their role and value proposition to their organisation as they take on new responsibilities. Identify your ingrained competency traps, develop new situation sensors, and begin to recognise and leverage your strengths to develop your personal vision for effective leadership.



Progressing diversity and inclusion

Discover the benefits and challenges of diversity and inclusion in the context of social capital and impact on organisations through purposeful case-studies and curated materials. Discover strategies to promote inclusion and equity and to positively leverage diversity.



Engaging with challenge and conflict

You will be challenged on your current perspectives towards conflict and its role in effective leadership and collaboration. Explore ways to increase your confidence to engage in conflict and your ability to utilise effective feedback to enhance performance and engagement.



Rewiring your networks

Effective communication and emotional intelligence are essential to building and maintaining a good network, which in turn can become a powerful asset on your leadership journey. You'll explore the interface between operational, personal and strategic networks and identify new ways to become active and effective across all three.



Evolving strategic change

Examine the difference between creativity and innovation, and how to harness their benefits within your organisation. Explore a range of strategies to drive organisational performance and examine strategic analysis and decision-making tools to help you lead effective change.



Communicating with presence and influence

Build your leadership presence, influence, and communication skills. Explore your preferred style of communication, as well as alternative styles and the ways in which communication can be leveraged for maximum impact.



Developing a leadership mindset

The transition to truly effective organisational leadership is not a linear process from one level of capability to the next. Real transformation requires time, patience, and adaptability. Develop the mindset to succeed and explore tools and guidance to manage setbacks along the way.



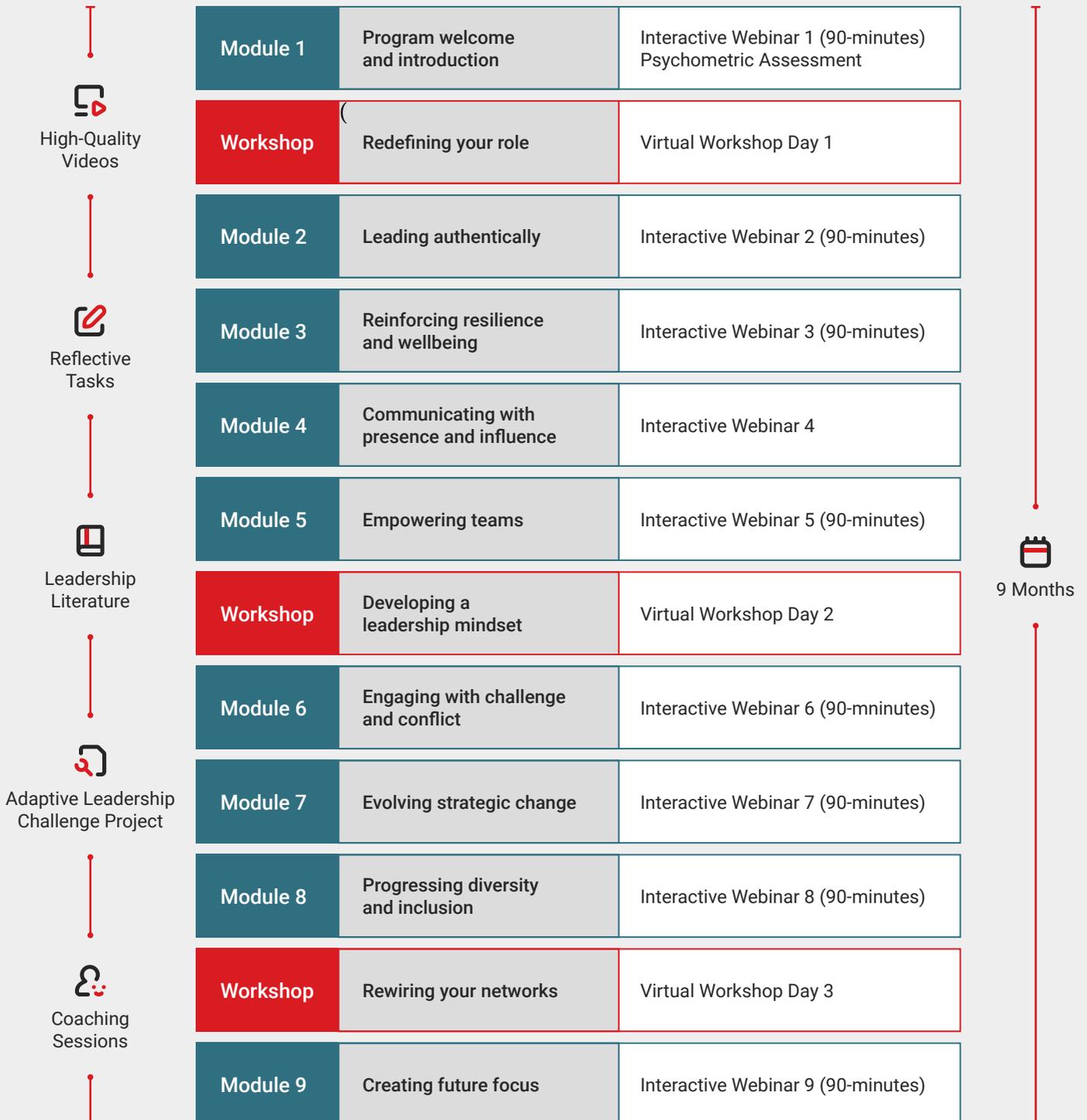
Reinforcing resilience and wellbeing

Examine common workplace challenges and explore ways to facilitate discussion around wellbeing, resilience, and social capital within your teams. Explore practical strategies, tools, and models for supporting yourself and others, and develop new ways to overcome challenges, bounce back from adversity and increase your resourcefulness.



Program Experience

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



■ Psychometric assessment

The Hogan Leadership Forecast Series psychometric assessment provides meaningful insight into your personality, characteristics, values, strengths and derailers to increase your self-awareness and assist in identifying key areas for development. You'll receive three development reports regarding the characteristics, competencies, and values that underlie how you approach work and leadership and how you interact with others in the workplace.

■ Executive coaching

Take a deep dive into your individual situations and establish the foundations for your unique vision of success. You will attend four sessions with your executive coach at key points throughout the program. Coaching sessions follow a rigorous, best-practice approach which adheres to the code of ethics established by the International Coaching Federation.

■ Adaptive leadership challenge

You will identify, plan and undertake an adaptive leadership challenge as part of the program. The adaptive leadership challenge provides an opportunity to test out new strategies and methodologies and integrate your learning into your everyday environment.

■ 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.



The ALP helped me get promoted! Through the utilisation of the last module (which focuses on each participant's career), I was able to plot out a meaningful and achievable career map. From there, I applied for 2 roles at my current organisation that had come up due to a restructure... and got both of them! The ALP is a fantastic course. The topics are relevant, the content brilliant and the teamwork exercises exceptional. I have recommended this course to quite a few people and will continue to do so.

Geethani Nair,
ALP Alumni

■ Virtual workshop days and webinars

You will attend three scheduled virtual workshop days, and nine online webinars throughout the program. Led by an expert facilitator, you will explore new concepts and strategies and work collaboratively on real-time challenges. Bringing together leadership best-practice with a lens of individual and collective experiences, these group sessions offer valuable insight and reflective practice.

■ Peer coaching

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 your 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 high-touch approach to participant engagement will ensure you are supported throughout your learning experience. Your dedicated Program Delivery Coordinator is available to provide individualised support and information throughout your program.



Your fast-track to an MBA

Graduates of the Advanced Leadership Program who submit the required assessments may be eligible for credit towards a world-class MBA qualification. These credit pathways significantly reduce the time and cost involved in studying an MBA.

Deakin University: Master of Business Administration (MBA) or Graduate Certificate of Business Administration

 **Learn more,** visit womenandleadership.co.nz/pathways



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.



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 \$10,990 + GST per person.

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

Group Enrolments and In-House Delivery

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



This course was just what I needed. I was frustrated and lacked structure and guidance. The readings, conversations, webinars and other participants have all been stimulating and educating. I have learned so much about myself and how to guide and lead others with tools and proven methods rather than with my gut and my own sense of what works. The topics have been excellent. The 'inner critic' model blew me away and the Hogan assessment was both confronting and empowering.

Lisa Gulikers,
ALP Alumni

