

Executive Ready Program

A comprehensive 7-month program for experienced women leaders, providing the skills, behaviours and mindsets needed to step into more senior roles.



 **Ideal for** Mid to senior women leaders

 **Duration** 7 months, 2 hours per week

 **Fee** \$7,490 + GST pp.
Group discounts available

 **Delivery** Online with live workshops and self-paced learning modules

 **Pathways** Master of Business Administration (MBA) or Graduate Certificate in Business Administration.

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The Executive Ready program was stimulating, interesting and useful ... It has really helped me in my day-to-day approach of things, and I am already using the strategic frameworks for my own team, which has been tremendously helpful. Moreover, the program gave me the impetus to continue to learn; to broaden my toolkit of models and approaches ever more widely. As it progressed the course got more interesting and complex, so it became more enjoyable and rewarding as the level of my knowledge grew.

Ella, Executive Ready Graduate

Program Overview

Executive Ready is a seven-month leadership and career accelerator designed to stretch existing leaders and rapidly propel you towards executive level performance, behaviours, and mindsets.

The program will challenge you to see yourself, your responsibilities, and your opportunities with fresh eyes, enabling and inspiring you to achieve your career and life goals. The significant emphasis on applied learning ensures you will rapidly enhance your leadership abilities along with your capacity and confidence to take on increased responsibility.

This comprehensive leadership development program includes:

Six 90-minute interactive online webinars

Self-directed learning via our online learning system

360-degree feedback tool

Three full-day virtual workshops

Five peer coaching sessions

A professional leadership project



Participant Profile

The Executive Ready program is designed to support the progression of mid-level leaders from a wide range of industries and disciplines from the public, private and non-profit sectors. If you want to deepen your leadership capability and consolidate your existing position, or advance towards senior or executive leadership, this program is for you.

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:

Create your leadership vision by identifying and articulating your goals and values.

Understand how to build an effective team culture to lead to improved performance and resilience.

Develop your communication skills and emotional intelligence to transform your effectiveness as a leader.

Enhance your coaching abilities and learn how to deliver effective feedback.

Develop the capacity to lead change and creativity within your organisation.

Develop and extend your network within a cohort of dynamic women.

Identify and articulate your organisation's strategic direction.

Program Modules

During Executive Ready you'll explore the core leadership capabilities needed for effective leadership.



Leading authentically

Explore what it takes to be an effective leader using a strengths based approach. Discover a values-based leadership framework and take a deep dive into the relationship between authenticity and effective leadership.



Team dynamics

Explore the practical implications of managing diverse and challenging groups. Examine the qualities shared by high performing teams and identify effective strategies to foster cultures that support optimal teamwork.



Communication, presence and influence

Investigate your preferred style of communication and its impact on others. Develop effective communication and influencing skills at an interpersonal, departmental, and organisational level.



Driving performance

Learn to provide feedback and motivate your team to exceed performance expectations. Identify key principles of performance management to ensure consistency with organisational objectives, and explores techniques involved in coaching others and building individual capability.



Leading innovation and change

Discover the key leadership skills involved in driving innovation and change. Examine leadership challenges during times of crisis to understand the way leaders can build an agile and resilient organisation. Learn how to engage others in change, deal with resistance and manage stakeholders to achieve your own change initiatives.



Problem solving and decision making

Learn how the framing of a problem affects the analysis and decisions that stem from it. Explore how your own cognitive and emotional abilities work together to inform how you think, what information you pay attention to and how you make decisions. Discover how to match decision making styles to the needs of the problem to achieve buy-in from others.



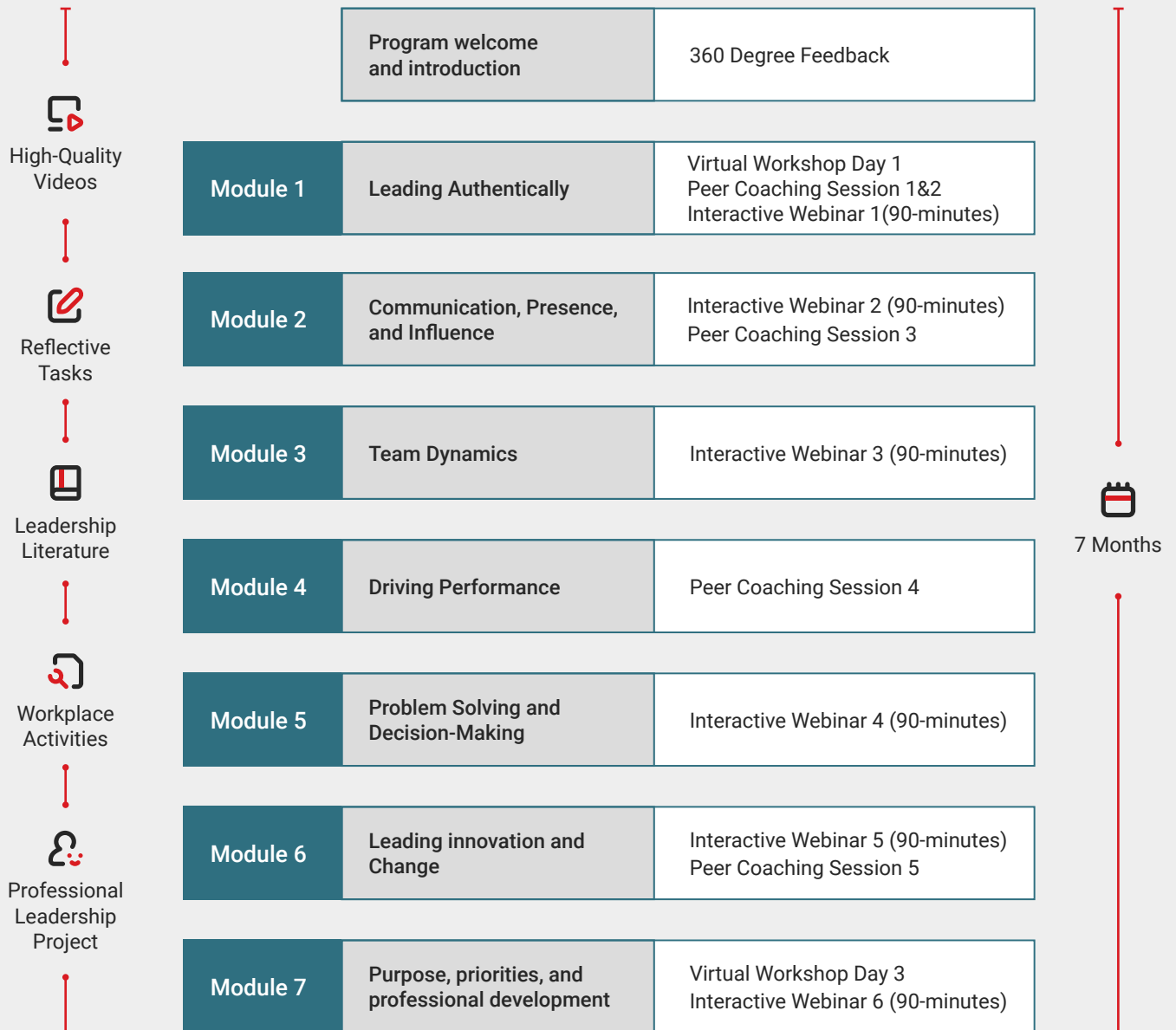
Purpose, priorities and professional development

Develop the skills you need to establish a competitive edge. Learn to develop effective professional goals and behaviours to competently manage work priorities. Explore the critical elements of establishing personal work objectives, prioritising workload for optimum achievement and building on professional competence.



Program Experience

Executive Ready combines online workshops, interactive webinars, peer coaching and self-directed learning. These elements are coordinated through a state-of-the-art learning management system and are carefully structured to enable you to rapidly build your capabilities while continuing to be highly present and effective in your workplace.



■ 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.

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I have learnt so much. I've enjoyed incorporating my learnings at work, and especially so since starting with my new team ... I look forward to continually applying the learnings as I grow and develop as a leader. If you are a woman looking to expand your leadership toolbox, regardless of where you are in your career (you don't need to be a manager to be a leader!) I encourage you to check out the various WLA programs.

Stefanie,
Associate Director

This course not only provided the skills and framework to be an effective leader in our dynamic industry, but also provided great support and mentorship through their coaching programs. If you are looking to upskill and continue to develop your leadership and management skills, this course is a must!

Jessica,
Exploration Geologist

■ 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.



Your fast-track to an MBA

Graduates of the Executive Ready 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 in Business Administration.

 **Learn more,** visit www.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.

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 \$7,490 + GST per person. Ask us about group discounts for multiple enrolments.

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 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've had the absolute privilege of undertaking professional development with an amazing cohort of women as part of the Executive Ready Program.

I have gained so much out of this program but above all I've been inspired, encouraged and empowered thanks to all the participants sharing their own experiences, views and knowledge with the group. I loved the variety we had in our group, and how beneficial coaching can be. Also how useful it can be to have someone outside of your industry in that coaching role.

Samantha Barnes, Project Manager

