



Information Session

Supporting the Next Step in
Your Leadership Journey



Acknowledgement of Country

We acknowledges the Aboriginal and Torres Strait Islander peoples of Australia, the Māori peoples of Aotearoa New Zealand and the Indigenous Peoples of all countries represented here today, and we pay our respects to their Elders past and present.



About Women & Leadership Australia and New Zealand

For over 20 years, Women & Leadership Australia/New Zealand has been championing equity and empowering leaders in every aspect of life. We specialise in delivering high impact, applied leadership development opportunities through our:

Renowned programs for individuals

Tailored programs for organisations

Specialised programs for schools

World-class events

As society moves ahead on its path toward gender equality, we provide providing the training, resources, connections, and thought leadership to support individuals and organisations on this journey.



Solutions to develop leaders and build inclusive workplaces



Leadership Development

- Women's Leadership Programs
- Short Courses
- Masterclasses



Executive Coaching

Expert coaches deliver one-on-one sessions to support mid-senior leaders address challenge and achieve goals



Events, Keynotes & Customised Training

Inspire, energise, educate & empower your team

Customised programs available

Supporting
39,000

participants in our
leadership programs

Facilitating
25,000

hours of enriching
learning content

Coaching
13,000

hours of leadership
coaching



Celebrating and inspiring women leaders at our events

31,000 attendees

2,000+ speakers

200 hours of panels

Today's **Session**

- Explore how our programs are designed to help women succeed
- Learn which of the four programs best matches your career stage
- Understand how partial scholarships work
- Questions



Why do we need women's only leadership programs?

Women's experience in the workplace

Persistent Gender Pay Gap

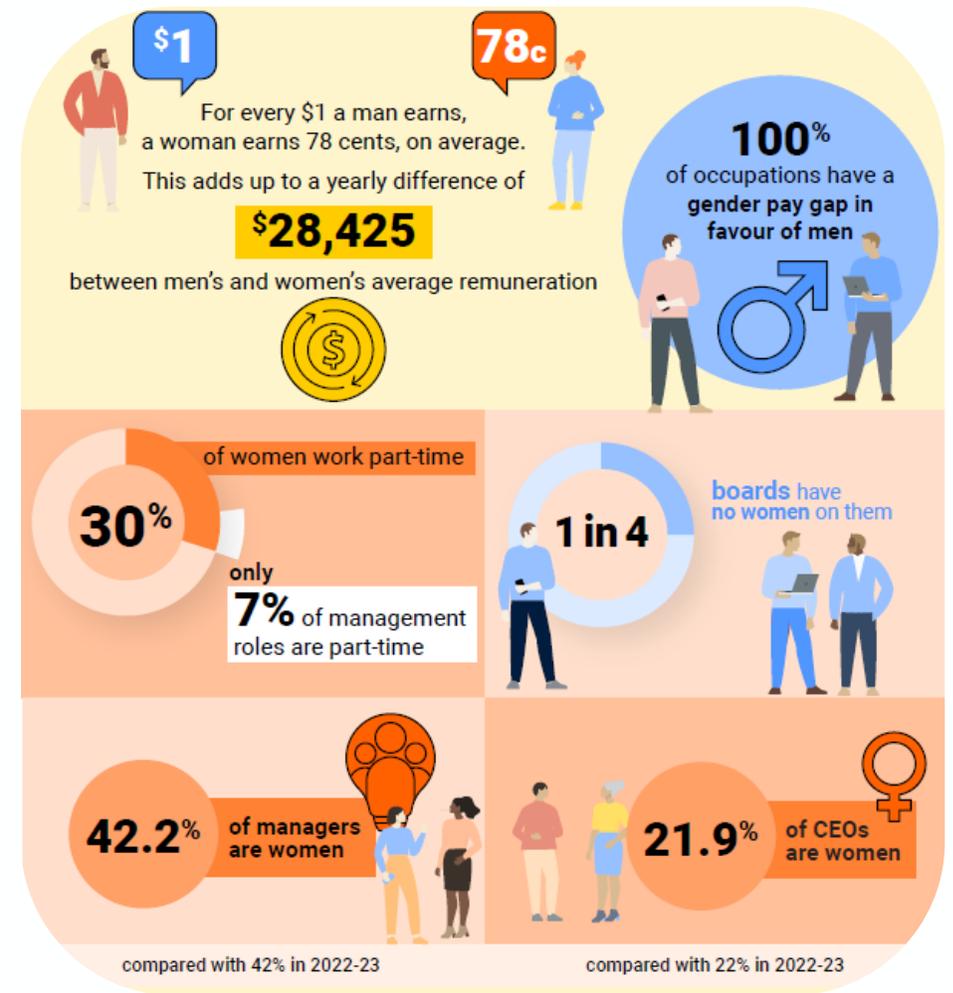
- Women earn 78c for every \$1 a man earns (AU)
- Most employers have a pay gap in favour of men

Underrepresented in senior leadership roles

- Only 21.9% of CEOs are women
- 25% of boards have no women

Discrimination & Harassment at work

- 1 in 2 women have experienced gender-based discrimination
- 2 in 5 women have experienced sexual harassment in last 5 years



Bias and lack of support holds women back

- **90%** of women **want to progress** their skills and or career
- **94%** said they face **barriers** including lack of career **progression, mentorship** and management **support**
- **82%** of women were concerned about **navigating bias** in the workforce
- **75%** of respondents reported feeling that they **lacked opportunities** for advancement





Quality women's only leadership programs increases:

- **Support** and **psychological safety** for participants
- Structured and safe environment for intersectionality
- Women's aspirations for **seeking leadership roles**
- Confidence and a **sense of agency** in leadership
- Skill development and **self-awareness**
- Expansion of **professional networks**
- **Social capital** and **diversity** through connections and networking
- Honesty in **sharing lived experiences**



Source: United Nations System Staff College
FACULTY VIEW: What makes for a successful Women's-Only Leadership Program?



Psychological Safety

Psychological safety occurs when people can:

- **Feel safe** about all aspects of their identity.
- **Speak up**, contribute ideas, take risks and ask questions without fear.
- Enjoy positive self-esteem and **mutual respect**.
- Connect with others in a **vulnerable, open way**
- **Research shows that women often don't often feel as safe at work as men.**

Why we offer women's only programs

- Safe spaces for growth
- Challenge gendered norms around leadership
- Deliver tangible actions to improve gender equity



About our Leadership Programs

- **Flexible** and designed for busy schedules – 1-2 hours per week, fully online.
- **Actionable skills** that participants can apply directly to their work.
- Safe, supportive **learning spaces for women**, built on 20+ years of impact.
- **Mixed industries** for enhanced learning and increased **network development**
- **Scalable for teams** – develop a pipeline of confident, capable women leaders across your organisation.



Programs For Women at **all Levels**

Advanced Leadership Program

Senior & Executive Leaders

9 months

Elevate your leadership impact at the executive level



Executive Ready Program

Mid-level & Experienced Leaders

7 months

Lead high-performing teams with confidence



Leading Edge Program

Early-career & Aspiring Leaders

4 months

Establish strong leadership foundations



Impact Program

All Levels

10 weeks

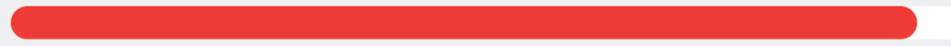
Build interpersonal skills for career growth



Proven Results for Individuals and Organisations



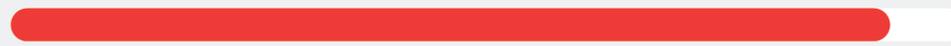
Learning Experience and Program Quality*



94%



Agreed the module content was relevant and useful



93%



The materials and activities supported my learning



93%



Agreed the facilitator was credible and skilled in delivery

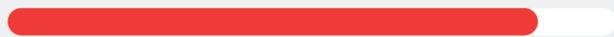
*Based on 21,968 responses to the Learning Module Feedback Survey as Aug 2025

Proven Results for Individuals and Organisations

Leadership Program Outcomes



Improved Confidence



89%

Confident to step into senior leadership roles



Career Progression

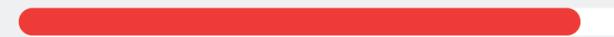


78%

Experienced career progression after completing program

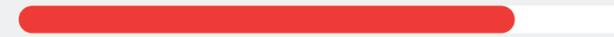


Enhanced Skills



92%

Able to lead change in the workplace



78%

Improved ability to provide effective feedback



76%

Enhanced conflict management skills

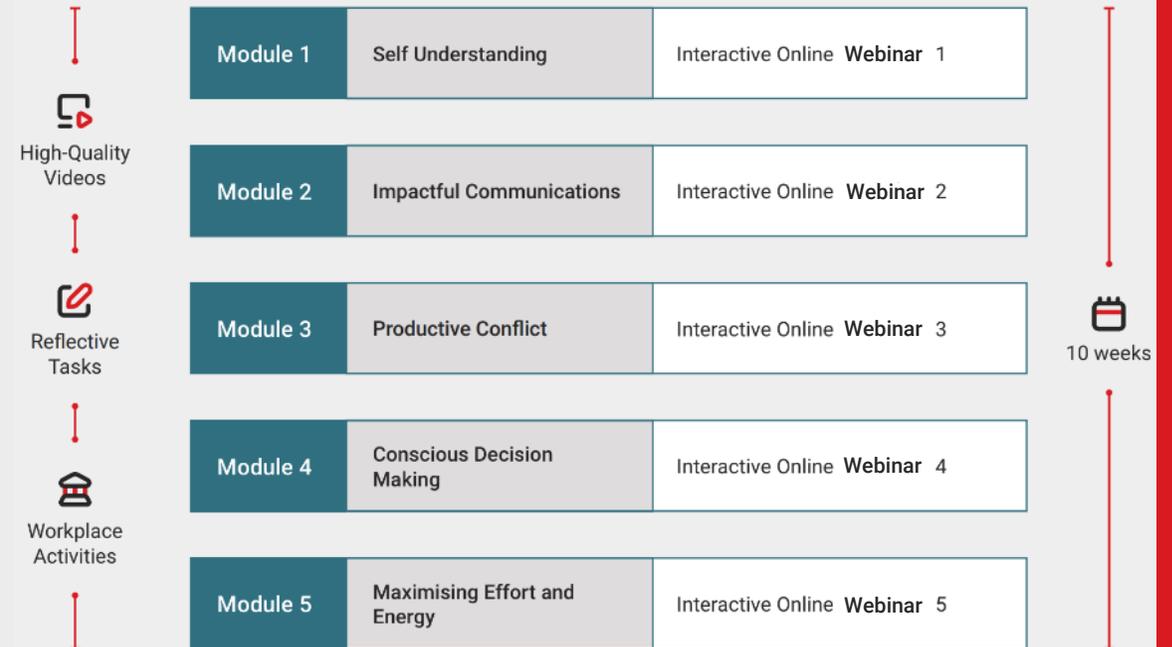
Impact Program

Builds participants interpersonal and communication skills to improve their impact and confidence at work.

- **Suited to:** Women early in their career – can be outside formal leadership roles
- **Duration:** 10 weeks
- **Time commitment:** 1-2 hours per week
- **Delivery:** Online self-paced, with virtual synchronous webinars

Upcoming cohort starting dates:

1. 4 December 2025
2. 18 February 2026
3. 28 April 2026



Program Guide: wla.edu.au/impact

Leading Edge

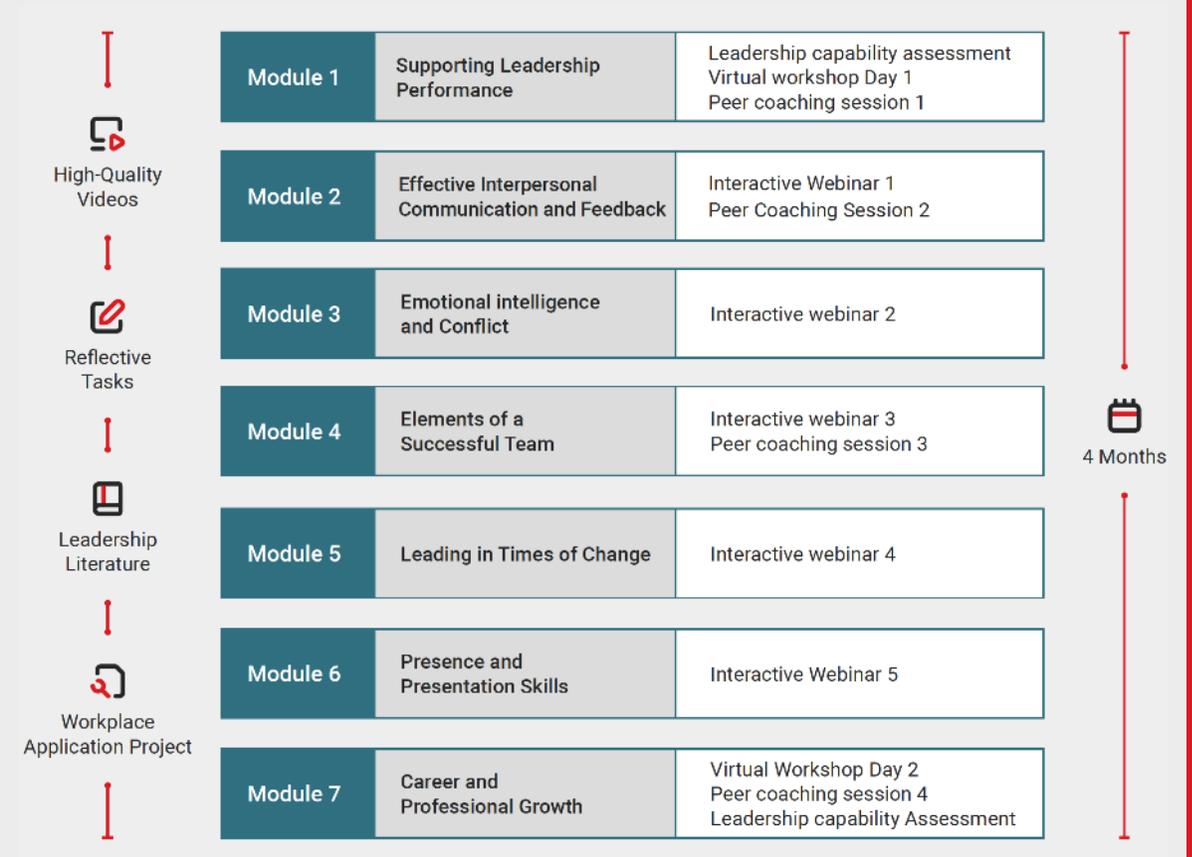
Equips participants with the knowledge and behavioural insight to transition into a confident and capable leader.

- **Suited To:** Aspiring and emerging women leaders
- **Duration:** 4 months
- **Time commitment:** 2 hours per week
- **Delivery:** Online self-paced, with virtual webinars and workshops

Upcoming cohort starting date: 5 March 2026



Program Guide: wla.edu.au/leadingedge



Executive Ready

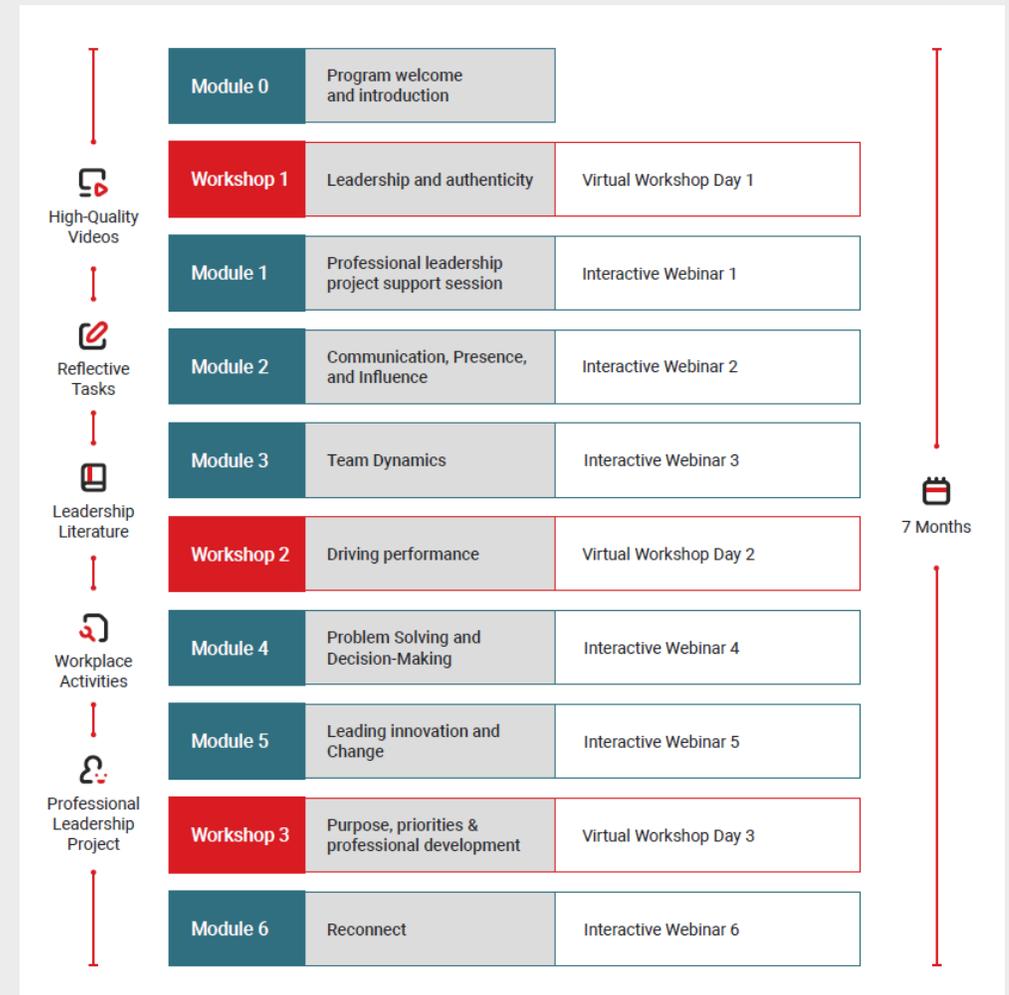
Designed to accelerate existing leaders' growth towards executive-level performance, behaviours, and mindset.

- **Suited To:** Mid-level & experienced women leaders
- **Duration:** 7 months
- **Time commitment:** 1.5 - 2 hours per week
- **Delivery:** Online self-paced, with virtual webinars and workshops
- **Credit Pathways:** Master of Business Administration & Graduate Certificate in Business Administration (Deakin University)

Upcoming cohort starting date: 5 March 2026



Program Guide: wla.edu.au/executiveready



Advanced Leadership Program

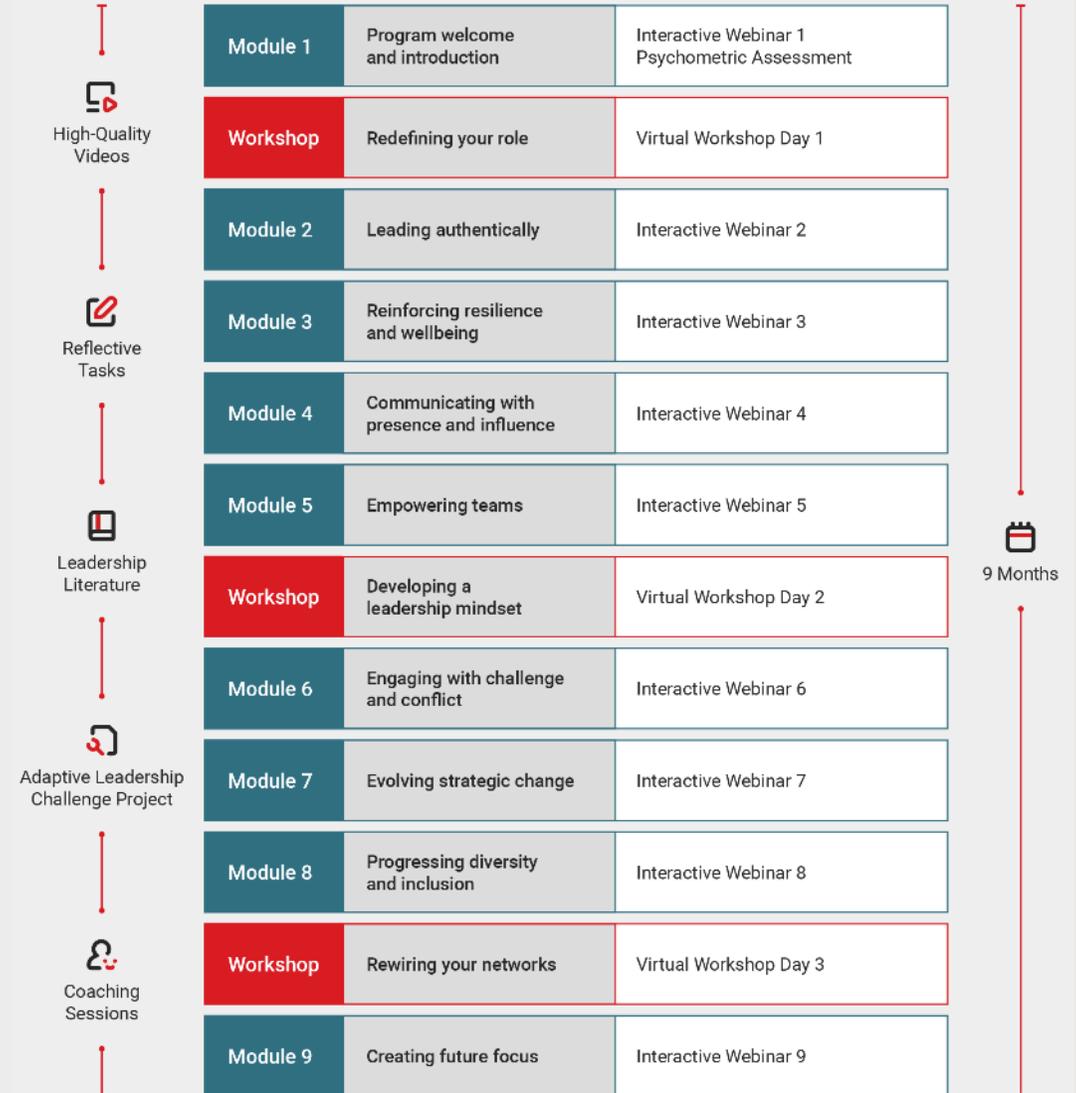
Unlock the full potential of senior leaders to lead effectively in complex environments.

- **Suited To:** Senior and executive women leaders
- **Duration:** 9 months
- **Time commitment:** 1.5 hours per week
- **Delivery:** Online self-paced, with virtual webinars and workshops + psychometric assessment + 4 executive coaching sessions
- **Credit Pathways:** Master of Business Administration & Graduate Certificate in Business Administration (Deakin University)

Upcoming cohort starting date: 10 February 2026



Program Guide: wla.edu.au/alp



About Our **Industry Scholarships**

Eligibility:

- Must work in the available industries
- Submit application by 12 December 2025
- Limited places available in upcoming cohorts

Program	Standard Fee	Fee after Scholarship
Impact Program	\$2,390	\$1,690
Leading Edge Program	\$3,990	\$2,990
Executive Ready Program	\$7,490	\$5,490
Advanced Leadership Program	\$10,990	\$7,990

Eligible Industries

- Automotive
- Community Services
- Construction
- Engineering
- Food & Beverage
- Horticulture
- Hospitality & Tourism
- HR & Recruitment
- Maritime & Marine
- Public Sector
- Renewables & Environment
- STEM
- Telecommunications

If your industry is not listed, you may still be eligible as an attendee of today's session.

Take the next step in your leadership journey



► Ready to enrol?

Complete your enrolment form and send to the team



► Want to talk it over?

Book a call by emailing us

AU: info@wla.edu.au

NZ: info@womenandleadership.co.nz



► Looking for more detail?

Download an info pack, visit

AU: wla.edu.au/info-pack

NZ: womenandleadership.co.nz/info-pack

Thank you

