

Women in Leadership Workshop

Essential skills and tools to enhance your effectiveness as a leader in an evolving environment



EXPLORE

- Develop your individual leadership style
- Write your personal leadership plan
- Build confidence and influence
- Improve self-awareness and self-reflection
- Master the art of confident communication
- Learn to navigate change and uncertainty
- Understand and manage unconscious bias
- Difficult conversations and managing conflict
- Explore individual and team motivation
- Gain strategies for employee engagement
- Learn to self-promote and progress your career

EXPERT FACILITATOR



Dr Karen Whittingham
Director **Impact Psychology Pty Ltd**
Lecturer **UNSW**



20 & 21 March 2019
Cliftons Melbourne



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Women in Leadership Workshop

BACKGROUND

It is a well-known fact that women remain critically underrepresented within senior executive leadership roles. Greater participation of women is the first step to improving diversity and the benefits it provides to the organisation. Diversity is proven to be a key component for unlocking innovation and performance, leading to better business outcomes. The corporate world has seen a slight increase in senior women leaders in recent years but this current growth is not sufficient to attain the benefits provided by gender diversity.

To increase the number of women represented in senior executive leadership, it is essential to equip aspiring leaders with the critical tools for leadership success. Women must be able to identify the opportunities for career advancement, build supportive networks, remain resilient through change, and continuously cultivate their leadership skills.

The Women in Leadership Workshop will offer an inspiring learning and networking platform. The event aims to provide existing and emerging leaders with the strategies and skills required to excel in their careers.

INTRODUCING YOUR FACILITATOR



Dr Karen Whittingham
Director **Impact Psychology Pty Ltd**
Lecturer **UNSW**

Karen is one of Australia's leading executive management and leadership development specialists who has worked with thousands of executives to transition them into senior executive roles quickly and effectively. She is an Organisational Psychologist passionate about people's success and facilitating their careers to rise. Karen's workshops are best described as practical, hands-on, personally relevant and enjoyable. Currently lecturing in Organisational Psychology at UNSW, she researches leadership, assessment, learning and performance as well as innovation. A person with a passion for making an impact quickly, she bases her workshops on current evidence and its application.

Organisations seek out her guidance across a range of project areas including leadership development, team building, business strategy, innovation and change interventions. She is often working with the talent pools of many of Australia's leading multinational, ASX listed and public sector firms as a coach, facilitator and researcher. Karen has high level senior executive experience in directing and managing large teams and leading sales and customer service functions both on and off shore (including experience managing JV partnerships across 8 cities in China). She is also a start-up advisor.

Karen holds a Masters in Management from MGSM to complement her Doctoral level psychology qualifications (USyd) and is a graduate of the National Speakers Association Academy, now known as the Professional Speakers Association. A self-described geekgirl with a passion for technology and innovation, Karen has several apps in the apple appstore, and is an award winning astro-photographer for fun.

Who Will Attend

Advocates for change, established, emerging and aspiring women leaders in a variety of industries and roles, including:

- Executives and Managers
- Human Resources
- Directors / General Managers
- Team Leaders
- Diversity and Inclusion Managers
- Leadership / Executive Development

TRAINING DELIVERY

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

PRE-COURSE QUESTIONNAIRE

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

Women in Leadership Workshop

Day One

Develop self-awareness and authenticity

- Values-based leadership: what it means to be an authentic leader
- Identify your key strengths and potential de-railers as a leader
- Identify how best to utilise your optimal leadership style within the context of your organisation

High level communication, influence and negotiation skills

- Manage emotions for positive and assertive communication and relationships
- Develop techniques of persuasion, negotiation and influencing with coaching skills and “conversational intelligence”
- Prepare for and having difficult conversations with confidence

Develop self and others with “reflective leadership”

- Clarify the benefits of reflective practice in leadership
- Develop the skills and capacity for reflective practice
- Using reflective practice to influence the quality of the culture through the quality of relationships

Strategic career progression

- Everyday career management practices and creating a personal leadership plan
- Maximise existing relationships and networks and building new ones for professional opportunities
- Skills and approaches to manage your image and visibility without feeling you are “selling yourself”

Day Two

Transformational leadership strategies to accelerate team performance

- Leverage team dynamics to enhance performance
- Challenge, support and empower others
- Manage uncooperative staff members

Drive change and innovation as a female leader

- Recognise and overcome hurdles to change
- Trust your intuition and step outside your comfort zone
- Embed a positive change culture in an organisation

Remain productive in a crisis

- Build resilience to thrive under pressure
- Support your team and engage others to deliver
- Debrief after crisis - provide and accept feedback

Action planning for leadership

- Develop a personalised approach: short and long-term
- Understand challenges
- Share approaches to move your career forward

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