

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



Natalie Lincolne
Strategic Performance Consultant
Incredible People



11 & 12 April 2019
Pan Pacific Perth



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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 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



Natalie Lincolne
Strategic Performance Consultant
Incredible People

After 20 years in private enterprise and government HR, organisational development and leadership development roles, Natalie established her consultancy "Incredible People" which delivers strategic leadership coaching and team performance solutions for organisations large and small. Natalie has facilitated many leadership development programs, coached emerging leaders through to CEOs from a number of industries, and mentored a number of leaders as a part of the Australian Women's Mentoring Network and the Australian Institute of Management WA, where she has been able to follow her passion to support aspiring leaders and see them contribute in even greater ways..

Her practical approach means you will walk away with tools that you can implement immediately when you're back at work. Whether it be exploring how to bring a team together with focus and drive, sharing the science of personality styles and the latest research into leadership and team dynamics, or changing the paradigms of leaders, Natalie specialises in supporting leaders at all levels to create outstanding results.

Who Will Attend

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

- Executives and Managers
- Team Leaders
- Human Resources
- Diversity and Inclusion Managers
- Directors / General 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.

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Women in Leadership Workshop

Day One

What is leadership and what's your style?

- Determine the fundamentals of leadership attributes and skills of influential leaders
- Discover the style that best motivates and drives others
- Embrace your leadership style and maximise your strengths
- Build self-awareness on the way others perceive your style

How to lead with Emotional Intelligence (EQ) using Multi-Health Systems EQ Leadership Model

- Identify your EQ Composite Levels: Self-Perception, Self-Expression, Interpersonal Relationships, Decision-Making and Stress Management
- Evaluate your EQ strengths and identify opportunities for further growth and development
- Understand the qualities of flexibility, empathy, resilience and authenticity to maximise your leadership style

How do your beliefs and values impact your EQ/Leadership approach?

- Understand your internal drivers and how they impact your reactions
- Appreciate and recognise how your drivers may impact on others

What EQ strategies and practical actions do you need to focus on?

- Identify a variety of strategies and practical actions in the five composite areas of the MHS EQ Leadership Model
- Select from a menu of strategies/actions to tailor your personal leadership plan needs
- Leverage your strengths and understand how to minimise areas of weakness

Day Two

How to lead through rapid change

- Exploring internal/external factors and drivers that impact leadership capability
- Leadership challenges and leveraging your EQ in the workplace
- Build self-awareness of leadership traits and how they align with organisational goals

Understanding organisational complexity

- What we say and what we do
- Leading a team and developing people – do you understand each other's expectations?
- Strategic leaders ask the right questions...what are they?
- What does a 'good' culture look like?

Managing conflict and dealing with difficult behaviour

- Employer obligations: the importance of natural justice and procedural fairness
- How do leaders deliver outcomes and create performance in the land of chaos?
- Practical scenarios to manage conflict and difficult behaviours

Reviewing your personal leadership plan

- Identify and cross check the plan from day one
- Review in light of the new information from day two
- Highlight / change strategies, actions and areas of focus

