



WOMEN IN LEADERSHIP

A critical investment in the leadership
development of high potential women

GREAT LEADERSHIP STARTS HERE

Our Women in Leadership offering is a life-changing experience providing a unique opportunity for women to develop their leadership.

Created to be highly interactive and experiential in their design, our programs are fuelled with practical tools and techniques you can put in place immediately. They include time dedicated to reflection and the ability for participants to apply real learnings in their roles and careers.

Both empowering and energising, this work leverages the Harvard Kennedy School adaptive leadership frameworks and methodologies which ensure real and sustainable leadership growth and development.

A cutting-edge pedagogy is applied to the development of the different modules to ensure that they can be run independently of each other. Collectively they add up to a powerful and transformative development opportunity for your high potential female leaders.

Not a typical program, we help you build it strategically to enhance the already proven capabilities of female leaders whilst challenging their thinking in order to provide a critical competitive edge for both the organisations in which they lead, and in their personal careers.

HOW IT UNFOLDS

Delivered virtually, in person or in a hybrid format, the modules are designed to suit different group sizes and participant requirements. Three types of delivery style are proposed based on our experience of what works best.

Master Classes

While these are still interactive with pair and group work, they are predominantly content driven. Open to all, the ideal size is 8 to 50.

Facilitated Group Learning

These sessions contain challenge content and are facilitated in a way that brings in the knowledge and wisdom in the room. Ideal size is 25 to 50.

Intimate Group Learning

These sessions enable more intimate conversations allowing participants to go deeper in their learning. The ideal size for these is 8 to 15.

Ultimately, we design and facilitate to ensure high potential women will gain the skills, strategic frameworks and networks necessary to capitalise on opportunities, overcome obstacles and place themselves in the best possible position for themselves and the organisation.

Modules

 HARVARD BASED LEADERSHIP CHALLENGE	 AUTHENTIC LEADERSHIP	 CONFIDENCE & COURAGE	 PERSONAL BRANDING & PRESENCE	 NETWORKING & SPONSORSHIP
 POWERFUL PRESENTATIONS	 POWERFUL CONVERSATIONS	 WELLBEING & RESILIENCE	 STRATEGIC INFLUENCE	 STRATEGIC STORYTELLING



HARVARD BASED LEADERSHIP CHALLENGE

An introductory session based on Harvard methodology to provide participants with valuable insights about their leadership challenges and opportunities.

What will be covered:

- Life on one page, a great foundation for participants to explore what is important to them, identify major influences in their life and share that with the group.
- Participants come prepared with a leadership challenge for discussion. This is a challenging process designed to surface new interpretations and areas of activity that would not be realised in traditional dialogue.
- The leadership challenge will provide the participants with individual development focus as they undertake specific modules and will be revisited throughout their development.



AUTHENTIC LEADERSHIP

This module compels participants to explore deeply held assumptions, perspectives, and beliefs about their own leadership and purpose.

What is included:

- Identification of your strengths and how to leverage them most effectively. This will ensure women are 'showing up' and leading in a way that is authentic to them whilst honing their unique strengths.
- An exploration of what it really means to be authentic. Particular emphasis is placed on the meaning of this for women in leadership.
- An understanding of the various roles women play in life and as leaders in increasingly senior roles, how to balance all of these while being authentic. Introduction of a Harvard exercise that very often becomes a complete 'game changer' for women.

Modules



CONFIDENCE & COURAGE

This module challenges fundamental assumptions about leadership, confidence and courage and explores what it takes to get ahead.

What is included:

- Explore the elements of building confidence and understand what it takes to show up, stand up, speak up and step up your confidence and ultimately your leadership.
- Learn and share what gets in the way of your confidence and how to overcome common derailers.
- Techniques to build confidence and courage are discussed, learnt and committed to. Immunity to Change Harvard framework and activity is facilitated at an individual level to identify improvement goals and develop ways to bring about meaningful and sustainable change.



PERSONAL BRANDING & PRESENCE

This module focusses on establishing a strong, clear personal brand for each participant by identifying what they want to be known for.

What is covered:

- Learn how to proactively take control of your personal brand for professional success.
- Increase leadership and market presence through the power of personal brand.
- Be given a powerful process to answer that old age question 'So what do you do?' to generate connection, interest and sales.
- Learn how to make the most of LinkedIn profiles, avoid common mistakes and uncover various ways you can proactively use social media to enhance personal brand.



NETWORKING & SPONSORSHIP

A session to understand the power of networking for women and help you develop and nurture your network and sponsorship relationships.

What is included:

- Identify and assess current professional network utilising the Harvard Network Map.
- Learn how to network in an authentic and mutually beneficial way, with purpose and efficiency
- Acquire a process to help you answer that question 'So what do you do'.
- Understand the importance of sponsorships and how to ask for them and sustain them.



POWERFUL PRESENTATIONS

This module will help you deliver inspiring presentations critical to your future success.

What will be covered:

- Learn techniques to deliver messages with impact and how to use appropriate emotion to inspire an audience.
- Explore various methods that can be used when presenting.
- Understand the secrets of successful presenters and what should be done before, during and after a presentation.
- Learn how to increase your leadership and stage presence.

Modules



POWERFUL CONVERSATIONS

Through this module participants will gain an understanding of the neuroscience of conversation and the implications this has for you and your professional relationships.

What is included:

- An understanding of Conversational Intelligence and the 3 levels of conversation i.e. Transactional, Positional and Transformational.
- Learn how to identify where you sit on the conversational dashboard and how to move toward building trust with others. Practice and embed transformational interactions that co-create outcomes.
- Identify conversational blindspots and how to engage effectively in the face of conflict.



WELLBEING & RESILIENCE

A critical enabler for you to understand what it takes to not just manage your wellbeing but to be the very best version of yourself with a unique look at what it means to optimise energy and performance and create new sustainable habits.

What is included:

- Develop an understanding of how wellbeing is linked to the enhancement of productivity, engagement and leadership performance and what this means at an individual level.
- Learn what it takes to build your speed and strength of resilience.
- Commit to setting balance and boundaries that enable success.
- Develop and manage your own unique wellbeing strategy to sustain long term performance.



STRATEGIC INFLUENCE

An introduction to the Harvard Adaptive Leadership process of Observe - Interpret - Intervene to strategically develop influencing skills and leverage these powerful insights to influence others more effectively.

What it includes:

- Develop potent strategies that position participants, not only to confidently counter 'blockers', but also to boost level of influencing.
- Identify key sources of personal influence that can be harnessed for success.
- Develop the ability to think politically to define factions and how to influence differently.
- Influence and impact through a female lens. What can help and what can hinder?



STRATEGIC STORYTELLING

A module to help you understand why storytelling is a powerful communication and authentic leadership competency.

What is included:

- Define what makes a story a story and the consideration of storytelling in business.
- Identify your default storytelling style and discover how to find stories.
- Learn how to construct stories that communicate key values and messages.
- Explore the power of emotion when communicating and influencing and develop personal stories you can share to communicate a business message.

Your Facilitator - Michelle Sales



Michelle is passionate about helping people tap into their true potential - in leadership and in life.

Michelle is loved by her clients and colleagues for how she works with people in a very human way, bringing authenticity and warmth as much as her hard-hitting ability to hold people to account.

She has helped thousands of leaders and their teams learn to show up as the best version of themselves, to build confidence and maximise their leadership and performance by consciously connecting with others.

“With a passion and track record in advancing women in leadership Michelle created The Leadership Connection program 10 years ago and through this continues her work to support women being successful in their career, leadership work and life.”

Michelle's book, *The Power of Real Confidence: Learn How to Lead to Your Full Potential*, was published by Major Street Publishing in 2018. In 2019, she released her whitepaper, *The Connection Deficit: Why leaders must bring both head and heart to work to build trust, lift engagement and accelerate organisational results*.

'Michelle is a true 'in the moment' professional who delivered her leadership program to our team. Michelle's delivery, content, insights and engagement was amazing but more so it was the united commitment from the session that was incredibly powerful. The team feedback was consistently at the highest level and they are looking forward to our next gathering with Michelle to continue their learning and growth. Thanks Michelle ... One of the best forums I have been involved in.'

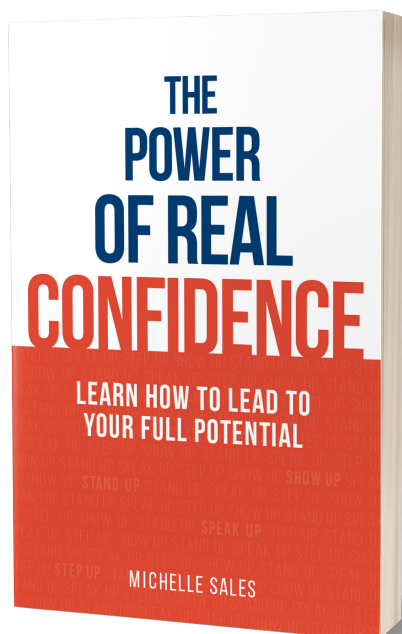
Mike Cameron, Group Executive, Customer & Revenue, PEXA

'Improving the lives of people and their organisations through great leadership isn't just a business for Michelle, it's her genuine passion. In a world where technology continues to disrupt at a pace never seen before – Michelle gives teams the tools to reach their full potential and increase performance. She is a true master at maximizing leadership potential in an authentic manner.'

Janelle Hopkins, Group CFO, Australia Post

'Michelle effortlessly encourages genuine and authentic connection and has been instrumental in coaching a group of our female leaders during a very uncertain time (COVID). She created a safe space for the group to be vulnerable and purposeful in facing the challenges of leading through great change. As a result, the group have become more connected with one another, to support and lift each other up in collective action for our organisation.'

Elisa Nerone, General Manager, People & Change, Latitude Financial Services



Get in touch



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