The Advanced Leadership Program

Supporting the development of exceptional female leaders throughout Australia’s Higher Education sector

Created to provide tailored development and support to Australia’s growing pool of senior female leaders, the Advanced Leadership Program is enabling the advancement of high potential women across all areas of the higher education sector. During a career-defining six month journey, participants accelerate their career potential and become part of an exclusive cohort of exceptional female leaders.
The Advanced Leadership Program is an integrated development platform focusing on the interpersonal and behavioural dynamics associated with a senior leadership position. Delivered over an extended six-month period to ensure minimal disruption to participants' workload, the program combines rich, multimedia presentations with user-friendly toolkits delivered via a cutting edge online learning platform.

During the program participants engage in a deep exploration of their own strengths, weaknesses and opportunities as they relate to building and maintaining highly effective teams. The Advanced Leadership Program equips leaders with the insights, skills and confidence to accelerate their own career progression as they simultaneously strengthen the performance of their colleagues and their organisation.

Regularly engaging in highly interactive learning experiences, participants share their journey with like-minded colleagues across the country. In addition to delivering high impact professional development, the program sets out to create powerful, life-long professional networks.

The program employs an integrated learning methodology based around self-analysis, peer knowledge-sharing, experiential exercises, practical workplace application and reflection.

Throughout the program, learnings are related back to the day-to-day realities and challenges of each participant. This process is enhanced through participant-generated discussions and adaptive leadership challenges that unlock existing skills and experience within the group.

“Participants are challenged with the unfamiliar, where they can reflect and gain deeper insight into their leadership thinking, styles and behaviours. They are motivated to see themselves as leaders in new ways and to take their leadership skills and careers to the next level.”

Suzi Finkelstein, Women & Leadership Australia
Through broad consultation across many geographical and industrial boundaries, WLA has uncovered a significant need for a developmental program that enables high potential female leaders to engage in an intensive, peer-oriented leadership development experience.

In response to this need, WLA engaged a wide range of stakeholders across a number of key industries to assist in the development of the Advanced Leadership Program. In addition to delivering exceptional professional development, the program sets out to create powerful role models for future female leaders.

The Advanced Leadership Program is based upon a framework that focuses on interpersonal and behavioural dynamics central to the successful management and leadership of others. The program does not deal with the technical or administrative aspects of management.

In addition to enabling real outcomes for individual Leaders, the Advanced Leadership Program is recognised internationally as a unique and innovative program that contributes in a meaningful way to the realisation of gender equity in relation to formal educational leadership.

The following pedagogical principles inform the program’s development:

• The program is grounded in evidence-informed managerial and leadership competencies.
• Research-based competencies are translated into a practical context with maximum on-the-job applicability.
• The program adopts a blended learning methodology that is based on proven principles of adult learning (combining knowledge-sharing, experimental participation, practical application and reflection).
• The program is grounded in principles of authentic leadership and values-based leadership.
• The program is supported by the development of leadership and managerial competencies at the individual (one’s own), team (interpersonal), and organisational (system and cultural) levels.
Program elements explained

The program alternates between delivery modes to create a rich and engaging learning environment.

**Capability assessment**

At the beginning of the program, participants undertake a capability assessment to evaluate their ability and confidence in key areas. Results from this simple assessment support each participant to develop a personal action plan to help them achieve their developmental objectives. Following completion of the program, participants will retake the survey allowing them to review their advancements in key areas.

**Online sessions**

Throughout the program participants engage in twelve live online sessions focused on rich discussion and debate. The live, group sessions provide a powerful opportunity for participants to connect, share ideas and learn from each other as well as the program facilitator.

**Adaptive leadership challenges**

Throughout the program, participants take part in five online adaptive leadership challenges. By contextualising major themes within real world situations, the challenges reinforce key learning and equip participants to operationalise new approaches.

**Peer coaching**

During the program participants enter into a peer mentoring partnership with a co-participant. The peer mentoring process is fundamental to the program and greatly enhances the learning process.

**Self-directed learning**

Throughout the program, content and media for each module is accessible 24/7 via a state-of-the-art online learning management system that allows participants to engage with it any time from any device.

**Interactive online community**

During the program, participants have 24/7 access to the interactive online portal which connects them with other female leaders from across the country.

“Our economy, companies and society all benefit from more women in leadership. From an increase in organisational and economic performance and from an equality point of view the move toward gender diversity is inevitable. The differences between men and women should be harnessed to improve team outcomes across industries. Courses that directly target harnessing the leadership potential of women help achieve this goal and WLA is at the forefront of education and empowering women to advance to leadership positions.”

Tina Brothers, Executive Director, The Reibey Institute
Program themes explained

Mindful and authentic leadership
The first theme introduces participants to a values-based operational framework as they explore the relationship between personal authenticity and effective performance. Participants take a deep dive into the traits and behaviours that define exceptional leaders in today’s society; and consider how to synthesise their personal aims and objectives with that of their role in order to optimise their impact and stay focused on their goals.

Conflict and feedback – the DNA of performance
When handled effectively, conflict leads to a better awareness of other people’s feelings and can be highly productive. The second theme approaches conflict and feedback as proactive performance management tools and fundamental ingredients in effective communication.

Mastering influencing and negotiation
Our ability to effectively influence and negotiate with others is fundamental to success in all areas of life. As leaders we use these skills every day to settle differences and achieve optimal outcomes for our organisations. The second theme will explore the psychology involved in influencing others and negotiating for a particular outcome.

Leading innovation and change
This theme focuses on the leadership qualities involved in driving innovation and change. Using a case study approach, participants explore the way in which innovation and change are inextricably intertwined. Participants then examine leadership challenges during times of crisis, gaining an understanding of the way in which they can help build a flexible, agile organisation.

Creating my pathway
As our everyday environments increase in complexity it is easy to become distracted by the immediate at the expense of what’s truly important. The final theme centres on developing a coherent and dynamic ‘game plan’ for future career and life fulfilment. Within the context and expectations of their own workplace, participants consider the steps required to fully realise their career potential.

PROGRAM SNAPSHOT

6 MONTHS PROGRAM DURATION
2 HOURS AVERAGE WEEKLY TIME COMMITMENT

PROGRAM ELEMENTS

| Self-diagnostic    | 1 |
| Peer Coaching Sessions | 5 |
| Adaptive Leadership Challenges | 5 |
| Interactive Webinar Sessions | 7 |

LEARNING FOR SELF, TEAM AND ORGANISATION

During the program, participants are constantly prompted to reflect on the program content and themes in three distinct ways; how the concepts addressed directly impact their leadership capability, how they can be extended to their team members to make them more effective and how they can be adapted for broader use across the organisation. This process helps to ensure participants build up a comprehensive and sustainable ‘toolkit’ for developing those around them during and after the program.
Further information

Who is the program for?
The Advanced Leadership Program has been developed to meet the needs of a senior cohort of female leaders. Accordingly, participants are expected to hold or be actively working towards a senior leadership role within their organisation. Admission into the program is at the discretion of the NEELI Admissions Committee. In some cases written endorsement from a senior colleague maybe requested in order to gain entry to the program.

What does the program cost?
Standard enrolment fee: $6,495 + GST
Subsidised enrolment fee: $3,495 + GST (requires successful application for female leaders in higher education funding)

Fee support
Funding is presently available to eligible candidates to offset $3,000 of ALP fees. Through the funding mechanism, NEELI aims to increase the accessibility of the program to a greater percentage of female leaders across the country. Funding applicants are required to acknowledge their intention to seek funding via a formal written application. Funding is awarded at the discretion of the NEELI Scholarship Committee and is periodically reviewed and subject to state based quotas.

Contact details for further information
To discuss the program in greater detail or to request an application form, please contact the NESLI and NEELI Admissions Department on:
Phone: 1300 138 037
Email: info@nesli.org

About NEELI
The National Excellence in Educational Leadership Initiative (NEELI) is a collaborative arrangement bringing together an impressive group of stakeholders with a common commitment around developing exceptional learning organisations through exceptional leadership.

Through the provision of global best practice in leadership development, NEELI targets the immediate need to equip Australian educators – across all divides – with the skills, knowledge and confidence to overcome the complex leadership challenges in today’s learning environments. In conjunction with many of Australia’s most respected educational institutions, NEELI is creating a new national standard in educational leadership. Over the coming years, this alliance will enable educational leaders across the country to benefit from world standard leadership development and gain access to a national network of peers.

NEELI evolved out of the tremendous success of the National Excellence in School Leadership Initiative (NESLI) and continues to work closely with NESLI to bring high quality leadership education to a broader mix of leaders in the education sector.

About WLA
Women & Leadership Australia (WLA) is a national initiative committed to supporting the increased representation of women in business and community leadership roles. The initiative comprises a range of professional development programs, advisory services, and research endeavours. Since its inaugural forum in 2003, over 50,000 women have participated in the initiative.

WLA is based on the belief that women represent an enormously under-utilised national resource. Through supporting a greater percentage of talented women to progress into leadership positions, tremendous cultural and economic benefits will follow.

WLA was first developed - and continues to operate - under the auspices of the Australian School of Applied Management. The scope and quality of WLA’s services are the result of ongoing collaboration with a broad group of stakeholders spanning government, private industry and academia.