



CARTER
contracting + consulting group

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Women's Career Advancement Program

A six-month learning program designed to empower and accelerate female talent

This program aims to unlock personal leadership capability, provide inspiration and arm participants with the confidence to take the next career step.

The Gender Equity Act 2012 requires business (non-public sector employees with 100 or more staff) to demonstrate commitment to gender equity in their workplace. This program will facilitate demonstration of this commitment, assisting the removal of some barriers to the full and equal participation of women in the workforce.

This women's career advancement program is delivered over a six-month period, through a combination of 360 feedback, personal coaching, mentoring, structured learning, interactive activities, a workplace project, and networking opportunities, to provide a rich experience with long lasting benefits for participants and their organisation / business. Vicki Carter, a Registered Psychologist endorsed in the field of organisational psychology, leads this program together with Kim MacMillan, a former multinational Company Executive.





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Who should attend

This course is for high achieving women keen to transform the way they lead. It is designed to enhance the leadership abilities, capacity and confidence of senior managers across business, health and education sectors, including small business, to take their leadership effectiveness to the next level.

A walk through the program

Here's what to expect over the six month period:

- **Pework Assessment (360 survey)**
- **Coaching Session One | One-on-one**
Includes 360 survey debrief
- **Month One**
Transforming your Leadership Workshop (group full day face-to-face session)
- **Commence Business Project**
- **Mentoring Session One (one-on-one check in)**
- **Month Two**
Influencing Without Authority Workshop (group half day virtual session)
- **Month Three**
Empowering Teams Workshop (group half day virtual session)
- **Mentoring Session Two (one-on-one check in)**
- **Month Four**
Derailers Workshop (group half day virtual session)
- **Month Five**
Interactive Presentations + Moving Forward (group full day face-to-face session)
- **Coaching Session Two | One-on-one**



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Price & Inclusions

\$5,000 per person inclusive of GST

- 360-degree questionnaire
- 1 x one hour 360 survey **debrief** with a Psychologist
- A workplace assignment on a business issue of choice
- 2 x one hour personal **mentoring** sessions
- **Two full day** (9am – 4pm) & **three half day workshops** (9am-12:30pm) over 5 months. Full day workshops include lunch
- Community of practice & **networking** opportunities
- **Career Panel** made up of 3 business leaders to inform and inspire (last day of the program)
- 1 x one hour individual coaching session to conclude the program



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Program outline

Workshop 1 – Transforming your Leadership (9am-4pm)

Armed with 360 survey results, participants will gain insight into their own leadership style and As-Is performance against key leadership competencies. Unconscious bias, limiting self-beliefs, and individual communication style will be explored. Ideas and workplace learnings will be debated with likeminded professionals. Each person will undertake a workplace project which tackles a current business issue and will run for the entirety of the program. Strategic thinking, problem solving and individual effectiveness will be the focus of the workplace assignment, supported by personal mentoring sessions.

Workshop 2 – Influencing without Authority (9am - 12:30pm)

Learn how to influence without authority. Participants will explore concepts and strategies and work collaboratively on real-time challenges in this interactive workshop. The format offers collective expertise as well as opportunity for reflective practice.

Workshop 3 – Empowering Teams (9am - 12:30pm)

Discover the enablers of high functioning teams. Participants will learn how to lift the motivation and performance of those they lead through an empowering leadership approach. Effective feedback and a coaching framework to lift performance and engagement will be practiced.

Workshop 4 – Derailers (9am - 12.30pm)

This workshop explores the characteristics that can derail a person's career. Because of high expectations placed on leaders, it is important to strive towards exceptional performance particularly through moments of uncertainty or stress. Participants will develop new ways to overcome challenges and bounce back from adversity. The impact of values on leadership and decision-making through discovery of Character Strengths will also be covered.

Workshop 5 – Interactive Presentations + Moving Forward (9am - 4pm)

The final workshop provides the opportunity for participants to present their Business Project to the group. Participants will produce a personal development plan, identify support networks, and tackle the challenge of navigating work/life balance, to continue to build leadership capability beyond the program. The final workshop includes a panel of leaders to prompt thought and discussion on diverse and possible career pathways.

The Program concludes with a one-on-one coaching session to support participants in effectively leveraging their program experience and put measures in place to realise their full potential.



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About the ESC-360 Report

By Kendall Want Associates

The ESC-360 Report is designed to measure an individual's perceived capacity to exercise social and emotional skills within the workplace including such competencies as self-confidence, diligence and initiative. The survey tool includes a variety of topics relevant to managerial level professionals and can be used in the development of a wide range of communication and leadership skills. The online survey is designed to be completed by self and various others who have been nominated to participate as raters. Each needs to decide whether they agree or disagree with a series of statements made in relation to the self-rater's performance and to what extent. The ESC-360 is an untimed instrument with 84 scaled items and two open ended questions. The output relates to five Sub-Domains based on Daniel Goleman's theory of Emotional Intelligence. Graphs and a Ratings Overview page are presented in the report for ease of score comparison and interpretation.

The Facilitators



Vicki Carter | Executive Coach & Psychologist

Vicki is passionate about helping people reach their leadership potential. With a background as a Senior Corporate HRM and Workplace Psychologist, she now manages her own practice centered on leadership development and executive coaching. Vicki is a registered Psychologist and brings the benefits of psychology to people and organisations wishing to make the most of the capability that lies within the individual.



Kim MacMillan | Former Executive

Kim has spent her career as an executive in the oil industry, managing several Asia Pacific fuels businesses from Singapore and Australia. Kim was a member of the Asia Pacific Zone leadership team, a board director of several companies including Mobil Oil Australia Ltd Pty and Refining NZ. She was a member of the Global Women's Leadership team and has played a senior and influential role in career development of employees including extensive mentoring. Her experience includes business and people management, business development and managing change.