



Lead, Engage, Achieve, Develop

To become a leader it's about developing yourself

When you are a leader, it's about developing others

Program Purpose: To harness and develop the unique capabilities of female leaders in the Vicsport community for the benefit of themselves, their organisations, and other female leaders.

Participants: The LEAD program is designed for graduates of the PDMP+ or females who have held a management positions for 5 years or more.

Key Program Outcomes:

- Build and extend on the individual and group leadership capability developed through the Vicsport PDMP program
- Facilitate high levels of connection and support between female leaders
- Engage in experiential and didactic learning to encourage purpose driven commitment to leadership outcomes
- Create an interactive community of leading women who are supportive of themselves, each other and those who follow them
- Foster an environment of collaboration and sharing amongst the stakeholder organisations
- Promote the roles of female leaders in sport
- Increase leadership skills specifically in the development of others through coaching and mentoring skill development and application.

Measurable & Deliverable Outcome

- Coach and mentor the LEAP participants in the delivery of a MAD project for the benefit of either/all of Vicsport, individual stakeholder organisations, and/or Australian Sports Commission identified consumer segment groups to assist the growth of club based sports in Australia.
- Coaching certification granted

Day 1 & 2

The MAD Signature Program: Our experiences determine our beliefs, our beliefs determine our behaviours. Your behaviours determine your results. Over two days, you will be exposed to a series of experiential learning activities designed to assist you in illuminating the experiences, beliefs and behaviours that underpin your leadership results. Work with others in teams and groups to create experiences of success that make a difference to yourselves and others.

Key outcomes:

- Teambuilding – recognising and valuing differences; building relationships between LEAP participants, LEAD participants and LEAP & LEAD together.
- Highly effective, interactive leadership skill development (including managing up and down, qualities for success, developing your career and purpose driven decision making)
- Communication skills – speaking and listening
- Role modelling – probing and challenging questioning, effective listening skills
- Comfort zone expansion
- Business planning and goal setting
- Stakeholder management
- Full resource utilisation
- Developing resilience and emotional intelligence
- MAD Project Introduction & role definition

Models

- Spiral Dynamics
- 5 Levels of Leadership (brief overview)
- 6 Core Human Needs (brief overview)
- Psychological developmental models.

Day 3 – Leading and developing others

A coaching and mentoring skills based program to assist LEAD participants in their mentoring of the LEAP participants in the MAD project. Coaching certification will be offered for demonstration of skills in:

- Asking great questions
- Conducting a successful 1:1 development meeting
- Goal design and planning
- Managing expectations and outcomes
- High level listening skills
- Undertaking SWOT analysis of individuals and businesses

Building Business Opportunities

Applied Outcomes: Identifying growth opportunities.

Day 4 – Graduation

Graduation celebration event alongside the LEAP Program.

- Presentation of Graduation Certificates.
- Networking drinks.