



***Lead, Engage, Achieve, Promote***

***Take the LEAP and become the leader you know yourself to be***

**Program Purpose:** To create female leaders of exceptional calibre with ongoing commitment to Victorian sporting organisations and communities.

**Key Program Outcomes:**

- Building personal and group leadership capability
- Facilitate high levels of connection and support between female leaders
- Engage in experiential and didactic learning (learning based on theories and principles, engaging with concepts and exploring responses verbally and in writing) 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

**Measurable & Deliverable Outcome**

Delivery of a 'making a difference' project for the benefit of:

- The Victorian sports industry; or
- an individual sporting organisation.

Participants will select their project topic at the end of day one of the program. The purpose of the project will be to 'make a difference'. To whom, and how is up to the participants. They will be encouraged to make a difference in a key outcome area within sporting organisations (for example, participation, commercial, high performance).

Work on the project is to be completed outside of the course time. It is anticipated that this will be the equivalent time investment of a university level assignment. The project will be 2,000 words in length and will require a five (5) minute presentation at the Day 4 Graduation Event.

LEAD participants, who are also on a leadership journey in a parallel program, will be assigned to each participant as a mentor for the LEAP participants in the completion of the project.

Projects will be presented by each participant at the day 4 graduation ceremony to an audience of your peers and senior leaders in Victorian Sport. **La Trobe University** will provide a part scholarship to the project which is most likely to enact positive change on the sports industry in Victoria.

## **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
- Comfort zone expansion
- Business planning and goal setting
- Stakeholder management
- Full resource utilisation
- Developing resilience and emotional intelligence
- MAD Project Introduction

### **Models**

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

## **Day 3 – Managing Up - Why women leaders do it differently**

**Applied learning:** What is your purpose in leadership? How is your purpose aligned with your key business outcomes. Engaging and managing your leaders for the purpose of manifesting your purpose.

**Project Planning time:** Participants to be engaged in a process of project planning to ensure clarity of purpose, outcomes, responsibilities and timelines. Project to be undertaken as the responsibility of the participant group, with the support of the LEAD team (and facilitator team), throughout the remainder of the program. Project delivery completion date = Graduation date.

## **Day 4: Graduation**

Graduation celebration event alongside the LEAD Program.

- Participants to present an overview of their projects.
- Presentation of Graduation Certificates.
- Networking drinks