



Higher Education Women's Leadership Workshop

Clear and practical strategies for enhanced leadership capability and career success in Higher Education

EXPLORE

- Recognise your key unique strengths as a leader
- Understand how to exercise leadership and the impact it has upon others
- Gain an insight into alternative leadership styles that will enable you to maintain authenticity
- Identify different techniques that will aid strategic communication and relationships
- Recognise and overcome conscious and unconscious gender bias
- Generate a professional network of sponsors and mentors to maximise your professional opportunities
- Develop skills for self-promotion and accelerated career progression
- Discuss Women in Leadership on both an Australia-centric and global level
- Build a personal leadership plan



24 & 25 August 2017
**Pullman Quay Grand
Sydney Harbour**



**EARLY BIRD & GROUP
DISCOUNTS AVAILABLE**

**Register and Pay by 28 April 2017 to
receive additional Value Plus Discounts!**

Please note participant numbers will be strictly capped to ensure a quality, interactive experience for attendees



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Booking Code - W

EXPERT FACILITATOR



› **Dr Karen Wittingham**
Director
Impact Psychology



LIQUIDLEARNING

development opportunities for professionals

Higher Education Women's Leadership Workshop

BACKGROUND

Women equate to 57 percent of staff in tertiary education within Australia; however, they hold only around 30 percent of leadership positions. The benefits of diversity are well known therefore imperative to identify catalysts that will redress gender inequality within the workplace. Leading and managing in the evolving Education environment brings challenges few other professions experience. In this constantly evolving sector, authentic and resilient leadership in the face of change is pivotal to success. In order to lead individuals and teams effectively, it is essential that leaders understand and capitalise on their unique strengths, whilst still aligning their approach with the framework and values of their specific organisation.

This Workshop focuses on allowing existing and aspiring female leaders to be more aware of the way they exercise leadership and its impact upon others. Participants will be encouraged to think about their organisation holistically and to understand the opportunities and avenues in which they can be effective change agents. Expert facilitation will allow delegates to explore the unique skills required to lead effectively in Education. Practical and interactive sessions will equip delegates with the strategies and techniques to enable them to reach their full potential, to pursue their chosen career path and to achieve success.




TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

GROUP DISCOUNTS AVAILABLE:

TEAM OF THREE-FOUR	TEAM OF FIVE-SEVEN	TEAM OF EIGHT PLUS
		
10%DISCOUNT	15%DISCOUNT	17%DISCOUNT

INTRODUCING YOUR FACILITATOR



Dr Karen Wittingham
Director
Impact Psychology

Karen is one of Australia's leading executive management development specialists who has worked with thousands of executives to transition them into senior leadership roles quickly and effectively. She is an Organisational Psychologist passionate people's success and facilitating their careers to rise. Karen's workshops are best described as practical, hands on, personally relevant and enjoyable.

Karen has 25 years experience across a wide range of providers in the Adult Education and Training sectors including founding the Australian Vocational Education and Training Research Association (AVETRA) and culminating in senior executive roles in TAFE NSW. She is currently consulting to various training providers across a range of projects including leadership development, team building and change interventions. Currently lecturing in Organisational Psychology at UNSW, she has also worked with the talent pools of many of Australia's leading multinational and public sector firms as a coach, facilitator and researcher for Australia's foremost executive leadership development research centre: the Accelerated Learning Laboratory at AGSM, UNSW.

Karen also advises organisations on appropriate business strategy, planning and innovation and bespoke engagement and climate surveys. Karen has high level senior executive experience in directing and managing large teams, and leading sales and customer service functions both on and off shore (including experience managing JV partnerships across 8 cities in China).

Karen holds a Masters in Management from MGSM to complement her Doctoral level psychology qualifications (USyd) and is a graduate of the National Speakers Association Academy (now known as the Professional Speakers Association).

A self-described geekgirl with a passion for technology and innovation, Karen has 3 apps in the apple appstore and is an award winning astro-photographer for fun.

WORKSHOP SCHEDULE

- 8.30 - 9.00 Registration
- 9.00 - 10.40 Session One
- 10.40 - 11.00 Morning Tea
- 11.00 - 12.30 Session Two
- 12.30 - 1.30 Lunch
- 1.30 - 3.00 Session Three
- 3.00 - 3.20 Afternoon Tea
- 3.20 - 4.30 Session Four
- 4.30 Close of Workshop



VALUE PLUS DISCOUNT

Receive \$350 off registration if you register and pay by 28 April 2017



SUPER SAVER DISCOUNT

Receive \$250 off registration if you register and pay by 2 June 2017

Day One

Stepping into a leadership role is an important and exciting part of career progression. However, it is a major transition that requires a completely new skill set. Higher education professionals are often promoted into leadership roles based on their value as a team member. Conversely these skills that allowed them to excel as a team member do not align with those of a successful leader. As a result, emerging leaders must assess and develop their leadership skill set.

With so many inspirational female leaders in higher education, it is easy for aspiring leaders to mimic leadership traits they find attractive. However, it is imperative for them to define their own unique leadership style, building on their strengths and acknowledging their weaknesses. As both an academic and corporate leader in higher education, it is not uncommon for leaders to put a surplus emphasis on their technical knowledge, rather than focusing on their leadership skill set. Although it is important to have an up to date understanding of their discipline, managers looking to progress must invest in the development of the skills and strategies necessary to self lead and effectively lead teams.

In today's workplace women leaders face many challenges and demands. These can prevent them from using the opportunity of reflection to reflect on our role, actions, experiences, results and the opportunities before them. This workshop will empower and inspire emerging leaders to invest time and thought into reviewing and committing to their leadership potential. This aims to enable participants to bring more of their authentic selves to the way they lead. Explore:

Developing self-awareness and authenticity

- Values-based leadership; what it means to be an authentic leader
- Identifying your key strengths and potential derailers as a leader
- Identifying how best to utilise your optimal leadership style within the context of your organisation

High level communication, influence and negotiation

- Managing emotions for positive and assertive communication and relationships
- Developing techniques of persuasion, negotiation and influencing with coaching skills and "conversational intelligence"
- Preparing for and having difficult conversations with confidence

Developing self and others with "reflective leadership"

- Clarifying the benefits of reflective practice in leadership
- Developing the skills and capacity for reflective practice
- Using reflective practice to influence the quality of the culture through the quality of relationships

Strategic career progression

- Everyday career management practices and creating a personal leadership plan
- Maximising existing relationships and networks and building new ones for professional opportunities
- Skills and approaches in managing your image and visibility without feeling you are "selling yourself"

Day Two

Leading and managing in Higher Education brings challenges few other professions experience. In this constantly evolving sector, the ability to provide visionary and innovative strategic leadership is essential. Higher education leaders have the opportunity to drive positive workplace culture, improve staff engagement, and implement innovative change. Executed successfully, this can create heightened productivity among students and staff, resulting in improvements to the bottom line and satisfied stakeholders. However, in order to do so, leaders must develop strategies to effectively influence under pressure and manage a team through turbulent times.

In higher education, where gender diversity is still an issue at the executive level, women leaders play an important role in leading transformation, facilitating transitions and driving high performance. While change may be different from one scenario to another, understanding the key skill-set of a change leader will enable female leaders to drive team performance in diverse situations and emerge as an influential leader.

This interactive workshop will focus on providing leaders with the tools they need to tackle adversity and lead change. Expert facilitation and encouraged interactivity will allow delegates to explore the unique skills required to lead a team effectively and add value to their university. Practical and interactive sessions will equip delegates with the strategies and techniques that will enable them to drive change, lead a team through crisis and take their leadership to the next level. Explore:

Transformational leadership strategies to accelerate team performance

- Leveraging team dynamics to enhance performance
- Challenging, supporting and empowering others
- Managing uncooperative staff members

Driving change and innovation as a female leader

- Recognising and overcoming hurdles to change
- Trusting your intuition and stepping outside your comfort zone
- Influencing positive change culture in an organisation

Remaining productive in a crisis

- Building resilience to thrive under pressure
- Supporting your team and engaging others to deliver
- Debriefing after crisis - providing and accepting feedback

Action Planning for Leadership

- Developing a personalised approach: short and long term
- Understanding challenges
- Sharing approached

IN-HOUSE TRAINING AVAILABLE



Do you have a team of ten or more people requiring this training? If so, it may be more cost effective for Liquid Learning to bring the training to you. Contact us to discuss your needs today.



