A transformative LEADERSHIP TRAINING COURSE for young women leaders
WOMEN’S LEADERSHIP

Why Women’s Leadership?

Despite the significant and growing body of evidence that organisations with higher percentages of women in their leadership perform better, women are still locked out of decision making, and leadership and management roles in all industries in Australia remain male-dominated.¹ Women comprise only 9.2% of executives in the ASX 200; 12.3% of directorships in the ASX 200; and only 12 ASX 500 companies have female CEOs.² While women are now significantly more visible within the federal government, in 2012, out of 22 Cabinet Ministers only five were women.³ Also, the gender pay gap has increased over the last 18 years with women currently earning 17.5% less than men.⁴ For women aspiring to positions of formal leadership, these statistics can be daunting.

Gender diversity in leadership is important because it promotes discussion and debate, creativity and innovation. Women have unique perspectives and experiences and bring a different approach to decision-making and problem-solving. Only when women are fairly represented at decision-making levels, can decisions really reflect the experiences of women and be representative of the whole community.

What is She Leads?

She Leads is a Diploma of Management course that draws on best practice to address the unique challenges facing young women at the early stages of their leadership journey and support them to achieve their potential by providing access to new skills and opportunities.

The YWCA of Canberra is uniquely placed as a Registered Training Organisation and a leader in supporting young women’s leadership to provide a rare opportunity to young women to hone their leadership potential, while also working towards a nationally recognised qualification.

She Leads equips young women with the skills and confidence to hone their leadership potential, and to become leaders in their workplaces and change makers in their local and global community. She Leads provides participants with the opportunity to:

- obtain a nationally recognised qualification while learning from distinguished leaders in each field of study
- learn from the experiences of inspiring women leaders
- gain practical skills to apply in the workplace, including communicating with influence, motivating and empowering employees, time management and strategic thinking
- build confidence and self esteem
- build networks and form personal and professional relationships with like-minded young women.

The training consists of eight full day workshops, which will be held over a ten month period from July 2013. Participants will also be required to complete assessment tasks between workshops. Participants will work towards a nationally recognised qualification, receiving a Diploma of Management upon successful completion of the course.

The program is based on a combination of theoretical frameworks, analytical thinking, and practical skill development. The training targets three interconnected layers of women's leadership:

**Leadership and Me:** Participants will explore their leadership potential through analysing their values, personal qualities and skills and by learning how they can draw on these to become effective leaders. They will also have the opportunity to listen to inspiring women leaders and learn from their leadership journeys. This layer aims to inspire, empower and equip participants to better understand themselves and their leadership style, and to plan their future leadership development.

**Leadership in the Workplace:** Participants will gain knowledge and practical skills in leading and managing in the workplace including assertiveness techniques and strategies, managing staff and team building, strategic networking and relationship building, communicating with influence, financial literacy, and strategic thinking.

**Leading Change:** Participants will learn about human rights and social justice theories and framework as well as how to develop an advocacy strategy. Participants will also have the opportunity to hear from a panel of leading change makers at the local and global level and learn from their insights.

**Who is the program designed for?**

The She Leads program is primarily aimed at young women* in the early stages of their career. You may already be in a management position, or aspire to take on a leadership role. However, we also welcome applications from women aged over 30.

* The YWCA defines young women as women aged 30 years and younger.
LAUNCH OF SHE LEADS

She Leads will be launched at an evening event on 6 June 2013 by Elizabeth Broderick, Sex Discrimination Commissioner and Susan Brennan, World YWCA Vice President.

Elizabeth Broderick

Elizabeth Broderick was appointed Sex Discrimination Commissioner and Commissioner responsible for Age Discrimination in September 2007 for a five year term.

Lawyer and businesswoman, Elizabeth was the 2001–02 Telstra NSW Business Woman of the Year and Australian Corporate Business Woman of the Year.

Prior to her appointment as Sex Discrimination Commissioner and Commissioner responsible for Age Discrimination, Elizabeth was a partner at Blake Dawson and developed the firm’s business case for flexibility in the workplace. Her efforts contributed to creating a workplace where more than 20 percent of the law firm’s workforce now uses flexible work arrangements.

Elizabeth has travelled the length and breadth of Australia listening to women and men’s concerns about gender equality and age discrimination. In 2009, she accompanied a group of Aboriginal women to the United Nations where they told their story of rebuilding their community following years of alcohol abuse. This opportunity enabled community women’s voices to be heard on a global stage.

She has been a strong advocate for Australia’s National Paid Parental Leave Scheme, and more recently has championed the changes to the ASX Corporate Governance Principles to increase the number of women at decision making levels.

Elizabeth is currently Chairing the Review into the Treatment of Women in the Australian Defence Force.

Elizabeth is also a non-executive director on a number of academic and not for profit Boards, including the Australian Indigenous Minority Supplier Council, the University of Technology Sydney (UTS) Advisory Board, the Vic Health Advisory Board, and the ANU Centre for Public and International Law.

Susan Brennan

Susan Brennan is a Melbourne barrister practising in planning and environment law. Between 2007 and 2011, she served as President of the World YWCA, a global women’s movement reaching 25 million women and girls in over 100 countries. Susan is presently Vice President of the World YWCA for the Pacific region.

Susan is also a director of Action Aid Australia, a rights based anti-poverty agency addressing the root causes of poverty and injustice — not just the effects.

As a young woman, Susan was elected as one of two joint Presidents of the YWCA of Australia. Her commitment to women’s human rights is evident from the range of organisations with which she has been involved: the International Women’s Development Agency, the Women’s Rights Action Network of Australia, the Women’s Domestic Violence Crisis Service of Victoria and the Queen Victoria Women’s Centre.

Susan was a founding member of Reprieve Australia, which works against the death penalty and a board member of Goodcompany, which promotes volunteerism amongst young professionals. Susan is a Vincent Fairfax Fellow. She loves singing and still plays netball on Thursday nights. She and her partner are parents to two young children.
SPEAKERS

In addition to providing participants with theoretical knowledge and practical skills in leadership and management, this course will provide participants with the opportunity to listen to, and learn from, inspiring, accomplished women leaders from diverse fields.

Julie McKay – Executive Director of UN Women Australia

Julie McKay has been the Executive Director of UN Women Australia (formerly UNIFEM Australia) since March 2007. With experience in both the corporate and NGO sectors, Julie actively works to support strong partnerships between the community, the private sector and government.

Julie was the Australian Institute of Management’s Young Manager of the Year in 2010, and was named Telstra Young Business Woman of the year (ACT) in 2011 and ACT Young Australian of the Year in 2013.

Julie sits on the Board of the UN Association of Australia, the Steering Committee of the Australian Institute of Management ACT and the Royal Australian Navy’s Success Implementation Committee. In 2012, Julie was also appointed to the Defence Force Gender Equality Advisory Board.

Adding to her experience, Julie has recently completed her Executive MBA at the University of Sydney, with a Scholarship for Excellence in NGO Leadership. She holds a Masters in Public Policy from ANU and Bachelor degrees in Business Management and International Relations. Julie was recently admitted as a Vincent Fairfax Fellow in Ethical Leadership at Melbourne Business School.

Helen Conway – Director of Workplace Gender Equality

Helen is the Director of the Workplace Gender Equality Agency. The Agency is an Australian Government statutory authority and key to the Government’s efforts to improve gender equality in the workplace. Prior to joining the Agency, Helen spent about 30 years in the private sector. Following ten years in private practice as a lawyer, including seven years as a partner, Helen joined the corporate sector where she held various executive positions in companies covering the insurance, transport, downstream oil, retailing and construction industries. In addition she has held various directorships in the health, transport and superannuation sectors.

In 1992 Helen was the recipient of the first scholarship awarded by Chief Executive Women, which enabled her to undertake studies at the Macquarie Graduate School of Management. In 2005 she was awarded the Australian Corporate Lawyers Association Corporate Lawyer of the Year.

Helen has an established track record in the equal opportunity sphere focusing in particular on initiatives in support of women. She spent ten years on the NSW Equal Opportunity Tribunal, including three years as its Senior Judicial Member.

Rebecca Vassarotti – Executive Director, YWCA of Canberra

Rebecca joined the YWCA of Canberra as the Executive Director in October 2003, after working in both the community and public sectors, in areas including social policy, a large poverty project and the response to the 2003 Canberra Bushfires.

Rebecca is committed to promoting women’s leadership and sexual and reproductive health rights, and addressing violence against women.
She is particularly interested in how practice informs our advocacy, and is passionately committed to the linkages that the YWCA provides in connecting our local work to a national and global membership movement. Rebecca believes we can change the world through women’s leadership and loves the fact that her role provides the opportunity to nurture young women’s leadership journeys.

Rebecca is also a board member of the Australian Council of Social Service, a member of the ACT Portable Long Service Leave Board and the ACT NGO representative to the National Implementation Panel for the National Action Plan to Reduce Violence Against Women and their Children.

Earlier this year, Rebecca was chosen as one of four delegates to join the Minister for the Status of Women, Julie Collins, in representing Australia at the 57th Session of the United Nations Commission on the Status of Women in New York.

Samah Hadid – Australian Director of The Global Poverty Project

Samah is a women’s rights and anti poverty campaigner. She was selected as the 2010 Australian Youth Representative to the United Nations and completed a fellowship with the United Nations Office of the High Commissioner for Human Rights. Samah has advised national governments and international organisations on youth policy, multiculturalism and human rights issues.

Her advisory roles have included member of the Australian National Commission for UNESCO, member of Amnesty International’s Diversity Steering Committee and member of the National Youth Roundtable. She was also selected as a participant to the Prime Minister’s 2020 Summit and a member of the UN Expert Meeting Group on Youth.

She has been recognised for her volunteer work and listed as one of “50 women we must admire” by the Herald Sun, a CRC Young Volunteer of the Year, finalist for NSW Young Australian of the Year and received a human rights commendation award by the Australian Human Rights Commission. She was also voted as one of the top 100 Leaders of Tomorrow by the St Gallen Institute.

Samah is a regular commentator on ABC24 newsmakers, ABC’s Q&A program, and also published several opinion pieces for Fairfax media as well as co authored the book ‘The Future by Us’.

Samah is also a performance artist and playwright.

Anna Rose – Australian author, activist and environmentalist

Anna is the author of ‘Madlands: A Journey to Change the Mind of a Climate Sceptic’, co-founder and Chair of the Australian Youth Climate Coalition and is a former Environment Minister’s joint Young Environmentalist of the Year. In 2005, after attending the United Nations Kyoto Protocol negotiations in Montreal, Anna decided to establish the Australian Youth Climate Coalition (AYCC). AYCC is now one of Australia’s largest youth organisations, with over 82,000 members.

Anna co-authored the book ‘Future by Us’, is a former editor of Australia’s largest student paper, and holds a first class honours degree in Arts (Asian Studies) and Law. She was named one of Sydney’s 100 Most Influential People by the Sydney Morning Herald and is a 2011 Churchill Fellow, having completed her research in the United States, UK and China researching innovative climate change policies and youth-driven social movements. She is the former climate campaigner at GetUp and previously worked as a senior strategy consultant at political and communications consultancy Make Believe.

Anna is most well-known for taking one of Australia’s remaining high-profile climate sceptics, former Finance Minister Nick Minchin, on a journey around the world aiming to help
him accept the science of climate change. The documentary, called ‘I Can Change Your Mind on Climate Change’ aired on the ABC in April 2012 followed by a Q&A special with billionaire mining magnate Clive Palmer and other guests.

Leah Armstrong — Chief Executive Officer of Reconciliation Australia

Born in Mackay, Queensland, Leah is a Torres Strait Islander. She has over 20 years of management experience in working with Aboriginal communities to create economic independence developed through her previous positions with Social Enterprise Development Partnerships — Social Ventures Australia, and as Executive Director — Yarnteen Ltd (formerly Yarnteen Aboriginal and Torres Strait Islanders Corporation), a Newcastle based not-for-profit company which provides Aboriginal people with training and employment opportunities, as well as operating several commercial enterprises.

Leah has a demonstrated track record in achieving results through community capacity building, creation and maintenance of strong networks and relationships and working closely with governments and the private sector to maximise partnership opportunities. In 2009, The Australian Financial Review Boss Magazine recognised Leah as a ‘True Leader’ and in 2012 Leah was recognised in the 2012 Australian Financial Review/Westpac 100 Influential Women Awards.

Leah holds several Board positions including Chair — Indigenous Business Policy Advisory Group (to Federal Minister for Indigenous Employment and Economic Development); Director- Jobs Australia Foundation; Director- Supply Nation, (formerly Australian Indigenous Minority Suppliers Council); Past Director — Indigenous Business Australia.

Hilary Charlesworth — Director of the Centre for International Governance and Justice in the Regulatory Institutions Network (RegNet) at the Australian National University

Hilary is an Australian Research Council Laureate Fellow holds an appointment as Professor of International Law and Human Rights in the College of Law, ANU. She was joint winner of the American Society of International Law’s 2006 Goler T Butcher Medal in recognition of ‘outstanding contributions to the development or effective realisation of international human rights law’.

She has worked with various non-governmental human rights organisations on ways to implement international human rights standards and was chair of the Australian Capital Territory Government’s inquiry into an ACT bill of rights, which led to the adoption of the ACT Human Rights Act 2004. In 2011 she was appointed as judge ad hoc to the International Court of Justice in the Whaling in the Antarctic Case (Australia v Japan).

Rachelle Towart — CEO of the Australian Indigenous Leadership Centre

Rachelle was appointed to the Chief Executive Officer role with the Australian Indigenous Leadership Centre in November 2007, and has been with the AILC since 2004. Prior to joining the AILC, Rachelle was working with Centrelink and other government departments. Rachelle is a proud Wonnarura Woman, who has lived in Canberra for more than 20 years.

Rachelle believes that the true value of a good leader is someone who inspires people, motivates them and encourages others to follow.

“As a leader you don’t have to be all things to all people, but you do have to be someone that can make a difference. Leadership is not about the job you have or the position you hold. It is about a range of things that an individual values and the kind of behaviour they can present.”
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| Leadership and Me      | Participants will have the opportunity to break down the idea of leadership, including what leadership means to them and what type of leader they want to be. During the panel discussion, participants will have the opportunity to hear from inspiring women leaders from diverse fields about their leadership journey. This class will cover the following components:  
  - **panel discussion: inspiring women leaders speak about their leadership journey**  
  - why women’s leadership?  
  - different leadership styles  
  - understanding your leadership style  
  - living your values  
  - developing your leadership action plan.                                                                                                                                                                                                                                     | 16 July    |
| Developing My Leadership Skills | This module focuses on the core skills and qualities of effective leaders. During the panel discussion, participants will have the opportunity to hear from inspiring women leaders from diverse fields about what skills and qualities they believe makes an effective leader. This class will cover the following components:  
  - **panel discussion: what makes an effective leader?**  
  - problem solving and decision making  
  - ethical decision making  
  - managing personal work priorities and professional development  
  - emotional intelligence  
  - stress management and resiliency.                                                                                                                                                                                                                                      | 20 August  |
| Communicating Effectively and with Influence | Participants will learn the skill of communicating effectively and with influence. The prominent and accomplished guest speaker will speak about their personal experience of learning how and when to be assertive and the importance of strategic networking and relationship building. This class will cover the following components:  
  - **guest presentation: assertiveness and strategic networking**  
  - leadership as communication  
  - communicating clearly and persuasively  
  - leading meetings  
  - presentations and public speaking.                                                                                                                                                                                                                                        | 18 September |
| Leadership in the Workplace | Leadership often, although not always, involves management. This module covers the fundamental knowledge and skills required to be an effective manager and leader in the workplace. Additionally, participants will have the opportunity to hear from a panel of inspiring women leaders from diverse fields about how they have overcome the unique challenges that women often face in the workplace. This class will cover the following components:  
  - **panel discussion: women’s leadership in the workplace**  
  - managerial roles and functions  
  - facilitating teamwork  
  - motivating and empowering employees  
  - managing underperformance  
  - leading a diverse team  
  - financial literacy.                                                                                                                                                                                                                                                   | 15 October |
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| **Leading Change**             | Participants will be equipped with the knowledge and tools to lead change in their local and global communities and advocate for social justice. Participants will also be able to learn first hand from the panelists how as individuals they are contributing to local and global social change. This class will cover the following components:  
  - panel discussion: leading change  
  - human rights and social justice theories and frameworks  
  - developing an advocacy campaign.                                                                                                                | 19 November|
| **Strategic Thinking and Project Management** | Participants will develop knowledge and practical skills in strategic thinking and action, project management, and continuous improvement. They will have the opportunity to practise these skills in a group exercise to develop a project or advocacy campaign. Each group will be paired with a mentor to support the process. | 10 December|
| **Group Strategic Project Presentations** | When the class reconvenes after the break, each group will be required to present their project to the class.                                                                                                    | 18 February|
| **Governance**                 | One way that women can contribute to community leadership is through board and committee membership. This module seeks to address the low representation of women on boards by assisting participants to build their capacity and confidence to become board members. The participants will also hear from women from a diversity of boards about their experiences. This class will cover the following components:  
  - panel discussion: women’s experiences on boards  
  - board governance models  
  - women on boards  
  - roles and responsibilities as a board member  
  - getting to know your organisation  
  - understanding relevant legislation  
  - understanding the financials.                                                                                                                   | 18 March   |
| **Networking**                 | Participants will attend a networking activity to practise their networking skills.                                                                                                                      | TBC        |
| **Women’s Leadership Conference** | At the end of the She Leads course the YWCA of Canberra will host a Women’s Leadership Conference to expand the reach of She Leads. This conference aims to bring women from all stages of their leadership journeys together, and provide a forum to build their understanding of leadership, connect with and learn from other women leaders, and discover new opportunities.  
While this event is not a component of the She Leads course, participants are encouraged to attend and to contribute to the conference. | TBC        |

* The above program and dates are subject to change without notice.
COURSE FEES

Individuals
Standard rate: $5000
YWCA of Canberra members (existing members as at 1 March 2013): $4500 (10% discount)

Corporate
Organisations registering one participant: $5000
Organisations registering two participants: $4750 (5% discount)
Organisations registering more than two participants: $4500 (10% discount)

Your course fees will include:

- eight modules taught by distinguished leaders in each field
- a nationally recognised qualification (Diploma of Management) upon completion of the program
- a comprehensive training manual
- lunch and refreshments on classroom days.

Upon acceptance into the course, applicants will receive an invoice for payment of course fees. Invoices must either be paid in full by the due date or arrangements to pay in installments must be made in order to secure a place in the program.
Paying in Installments

Individuals may apply to pay fees in installments throughout the course. You will be required to pay $1000 by 1 July 2013 and then in monthly installments of $500 until the remainder is paid. For more information, please contact the YWCA of Canberra. This payment option is not available to places paid for by organisations.

Scholarships

The YWCA of Canberra acknowledges that women at the beginning of their careers are not always in a position to fund their participation in programs such as these. Therefore, the YWCA of Canberra is offering one fully funded scholarship to a woman that would otherwise not be able to fund their participation. We will also be working to secure further sponsorships from the government and corporate sectors. If more scholarships become available, they will be announced on the YWCA of Canberra website: www.ywca-canberra.org.au

Applicants only need to apply once. If you are eligible for additional scholarships we will forward your application on your behalf.

To apply for a scholarship, please go to www.ywca-canberra.org.au to download the guidelines and application form.

Cancellation Policy

A full refund of fees paid will only be possible for cancellations received at least 30 working days prior to the commencement of the training. Cancellations received after this will incur a 10% cancellation fee. Cancellations received one week prior will be ineligible for a refund.

If you are no longer able to attend, you can transfer your registration to another name. Full details of transfer must be received at the time of your withdrawal.

All cancellations must be received in writing.
To register online or to download a registration form please go to www.ywca-canberra.org.au. Alternatively you can contact the YWCA of Canberra on 6175 9900 to register over the phone. Applications must be submitted by 21 June 2013.

For further information, please contact the YWCA of Canberra on canberra@ywca-canberra.org.au or 6175 9900.