



# WOMEN AS LEADERS

A RESIDENTIAL PROGRAM FOR WOMEN IN SENIOR AND EXECUTIVE MANAGEMENT ROLES

The lack of women at executive level in Australia has received considerable attention over the past year. Of further concern is the disproportionately low representation of women at senior and board levels in Western Australia.

The highly regarded **Women as Leaders** program is based on 20 years of research and has run successfully at Cranfield University for over 10 years. This year the program will be offered for the first time in Australia by Cranfield University UK's International Centre for Women Leaders in partnership with the Maureen Bickley Centre for Women in Leadership, a centre within the Curtin Graduate School of Business, Curtin University.

#### **Who is the program for?**

The program is designed for experienced women professionals and managers who feel that they would like to accelerate their careers. It is expected that participants would have a high level of experience, be very good at their job and have more than 10 years of experience in a managerial role.

#### **What is the program about?**

The program provides women with the knowledge and attitudes to overcome barriers and help to develop winning strategies that will increase promotional opportunities. It integrates leading edge research with participants' personal experiences to provide practical learning about leadership and how to navigate the way to the top.

The program helps women think positively about ambition, power, impression management and career success. Participants will engage in stimulating research presentations, group discussions, a 360° leadership profile, co-counselling sessions and facilitation groups, and depart with an elite network of women in business to work with in the future.

A very participative approach is designed to help participants develop insights about their assumptions, beliefs and behaviours. Each participant will have opportunities to review progress made against her personal learning goals as the program proceeds.

### What can I expect from the program?

- A clear understanding of the challenges facing women in business
- Feedback on your strategic leadership style
- Identification of what career success personally means to you
- Help on how to navigate an organisational culture where gender may be a challenge

### What can my organisation expect as a result of my participation in this program?

- Female managers reaching and fulfilling potential
- Individuals prepared for promotion into senior roles

“ I came away confident that it was most important to be authentic and be myself and not try to become someone different in order to lead at a senior level. I gained much more confidence in my leadership abilities but also recognised that I needed to be rather more flexible in how I approached my colleagues so that they were comfortable too. It was also an excellent opportunity to take stock.”

**Kathryn Britten, Head of Forensic Accounting, BDO Stoy Hayward**

“ I would recommend the course to any high potential women who want to step back and take a finer grasp on strategically planning their career. This course is extremely valuable for that as well as being a great way to start building a network among other women managers.”

**Fleur Bothwick, Head of Diversity and Inclusiveness, Ernst and Young**

## PROGRAM PARTNERS

A joint initiative of the International Centre for Women Leaders and the Maureen Bickley Centre for Women in Leadership.



### International Centre for Women Leaders, Cranfield School of Management

The 2010 Financial Times Ranking of executive education providers ranked Cranfield School of Management as the top UK Business School, and seventh in the world for customised executive development. Over the past 15 years, women managers and directors from a diverse range of public and private sector organisations have attended the International Centre for Women Leaders short courses. The Centre is committed to helping organisations develop the next generation of leaders from the widest possible pool of talent. It is widely recognised that there is a gender imbalance at senior management/leadership level around the world. The Centre aims first to understand the issues facing senior women managers and second, the impact of organisational and personal factors on women's managerial careers.

### Maureen Bickley Centre for Women in Leadership, Curtin Graduate School of Business

The Maureen Bickley Centre (MBC) was established within the Curtin Graduate School of Business in March 2008. The aim of the MBC is to work with organisations to promote, profile and enable the increased participation of women in leadership and senior management roles in industry, business and the not-for-profit sector.



## PROGRAM FACILITATORS



### **Professor Susan Vinnicombe OBE**

Professor Vinnicombe is Professor of Organisational Behaviour and Diversity Management, and Director of the International Centre for Women Leaders at Cranfield University. Her particular research interests are women's leadership styles, the issues involved in women developing their managerial careers and gender diversity on corporate boards. Her research centre is unique in the UK with its focus on women leaders and the annual Female FTSE 100 Index is regarded as the UK's premier research resource on women directors. Professor Vinnicombe has written nine books and over one hundred articles, reports and conference papers. She has consulted for organisations across the globe on how best to attract, retain and develop women executives. She is a judge for Management Today's annual *50 Most Powerful Women* and *35 Women Under 35 to Watch*, Asian Women of Achievement Awards, European Women of Achievement Awards, Future Women of Achievement Awards, and Women in IT Awards, and is Vice Patron of Working Families.



### **Dr Linley Lord**

Dr Lord is the Director of the Maureen Bickley Centre for Women in Leadership and a senior lecturer in the Curtin Graduate School of Business, Curtin University. Prior to moving to an academic role she worked as an equal opportunity practitioner for government, emergency services, the finance sector and the tertiary education sector. She was Director of the highly successful Women in Leadership program at Edith Cowan University for over eight years. In 2009, Dr Lord was appointed as Director of the Maureen Bickley Centre for Women in Leadership. Her research interests include women's experience in leadership roles, transition into leadership roles, new models of leadership, women on boards and women in non-traditional areas of employment.

“ I think where this program really succeeds is that it gives you the conviction to progress into a senior leadership role. I would very much recommend it to women who have management leadership capability but are failing to execute this to the best of their ability. This course helps you understand how to be a better leader by being yourself.”

**Jane Chafer, Director of Student Recruitment, Admissions and Marketing, University of Sheffield**

Once women have been appointed to boards, they are as influential as men. Among the 89 individual women holding ASX200 board seats, 49.4 % are chairing at least one board committee, compared to 32.9 % of male board directors. However, because of the small number of women on boards, women only make up 11.0 % of all board committee chairs.\*

Only 54% of reported female executives have key manager status, compared to 78.1% of reported male executives.\*

\*Excerpt from *Pay, Power and Position: Beyond the 2008 EOWA Australian Census of Women in Leadership*.



## PROGRAM DETAILS

### Dates

9am Wednesday 29 September to  
3pm Friday 1 October 2010

### Fees

**Early Bird Fee:** \$4,950 per person (GST inclusive)

**Standard Fee:** \$5,445 per person (GST inclusive)

The program fee covers the cost of tuition, course materials and readings, 360° profile, accommodation at the Esplanade River Suites and meals from morning tea on Wednesday 29 September until lunch on Friday 1 October 2010.

### Venue

The residential program will be held at the 4½ star Esplanade River Suites in South Perth. Just 10 minutes from the central business district of Perth, Esplanade River Suites facilities include a heated swimming pool, fitness centre, sauna, 24 hour reception, business facilities, wireless broadband, and self/valet parking.

### Cancellation

Cancellations made before Friday 13 August 2010 will receive a full refund. Where cancellations are made between Monday 16 August and Tuesday 14 September 2010, Curtin will retain a non-refundable amount of \$2,475. Registration can be transferred but not refunded after Wednesday 16 September 2010.

## REGISTER HERE

Registration Date:

**Early Bird Fee** (register by 29/07/10): \$4,950 per person (GST inclusive)

**Standard Fee** (register after 29/07/10): \$5,445 per person (GST inclusive)

Name:

Position:

Organisation:

Years of Management Experience:

Current Board Member:  Yes  No

Address:

Suburb:

Postcode:

State:

Phone:

Email:

Special Dietary Requirements :

### Payment Options

**Cheque:** Please make cheques payable to **Curtin University of Technology**

**Credit Card:** Please complete the following details:

Card Type:

VISA

MasterCard

American Express

Expiry Date:

Card Number:

Cardholders Name:

CID Number:

(last 3 digits on back of card / 4 digits for Amex)

Signature:

Total Amount (incl. GST):

#### Please note:

Secure your place by completing and faxing to (08) 9266 2872 or posting to Helen Verhoeff, Curtin Executive Education, GPO Box U1987, Perth WA 6845 or phone (08) 9266 4297 for additional information.

This form will be a Tax Invoice upon receipt of payment by Curtin University of Technology ABN: 99 143 842 569