



Chief Executive Women Your Leadership Shadow

Chief Executive Women's Your Leadership Shadow Workshop is a 3.5 hour program that aims to help every leader become a diversity and inclusion champion.

The path to lasting performance improvement on any priority starts at the top. Using the leadership shadow model, leaders look at how they can become the leader they need to be and bring about real change. Shadows are about decisions made, behaviours rewarded and recognised and the conversations had. All of which will ensure a commitment to, and support for, diversity and inclusion throughout the organisation.

Depending on an organisation's needs, the workshop can be modified to focus specifically on gender balance or can address broader diversity and inclusion issues.

Who will benefit?

The workshop is designed to be a valuable resource for leaders of any size organisation who want to better understand how to create an organisational culture that values diversity and inclusion.

How it works

The program is run by a professional facilitator and a CEW member (where possible). It combines facilitator-led sessions with sharing experiences through storytelling, group discussions and breakout sessions. An environment of trust is established where leaders can be honest and reflect on their actions identifying opportunities for improvement.

The program is flexible and can be tailored to meet the needs of a range of audiences, from senior executive teams, to workshop groups of 15-25 middle to senior level managers, to presentation style for larger auditorium groups.

The goals of the workshop include:

- Discussing the benefits of a more diverse workforce
- Identifying where participants and their team sit on the Diversity Adoption Process curve
- Debunking myths heard in many workplaces
- Discussing barriers such as the notion of merit, equity, equality and unconscious bias
- Discussing backlash/resistance and steps to tackle it
- Understanding the concept of the leadership shadow with participants reflecting on the impact of their leadership shadow
- Determining actions to optimise participants' leadership shadows via a personal action plan

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Chief Executive Women

Women leaders enabling women leaders