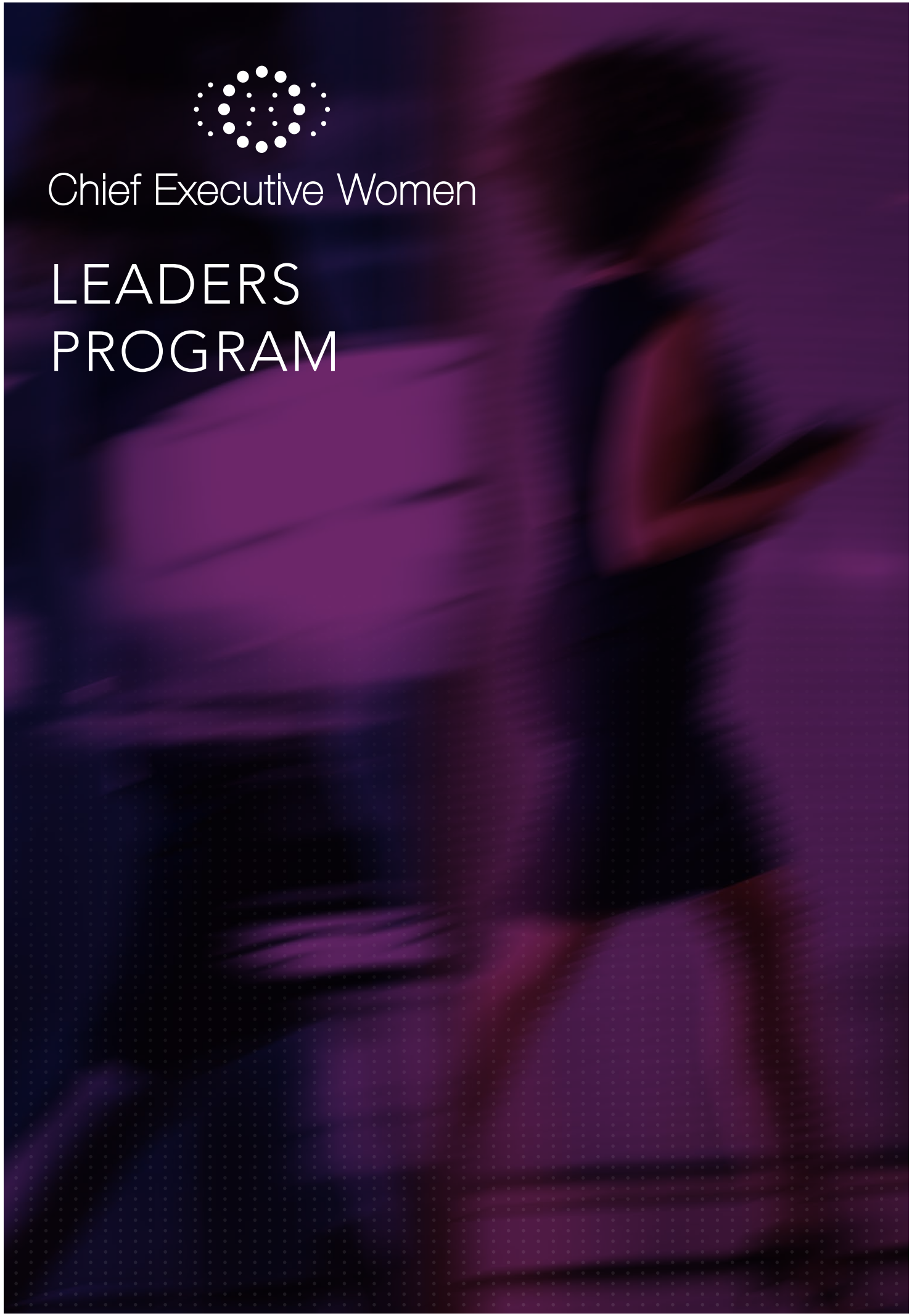




Chief Executive Women

LEADERS PROGRAM



ABOUT CEW



Chief Executive Women's 800 members hold leading roles in Australia's largest private and public organisations. They oversee more than 1.3 million employees and \$749 billion in revenue. Member's organisations have a combined market capitalisation greater than \$1.144 trillion and contribute in excess of \$249 billion to Australia's GDP. Since 1985 CEW has influenced and engaged all levels of Australian business and government to achieve gender balance.

Through advocacy, research, targeted programs and scholarships, CEW helps to remove the barriers to women's progression and ensure equal opportunity for prosperity. CEW's members work actively to realise our vision of a community where women and men have equal economic and social choices and responsibilities

cew.org.au

The CEW Leaders Program is a leadership program developed to inspire and equip women to fulfill their leadership potential. The program provides women with the skills, to take their place alongside men so that organisations deliver the best possible outcome for clients, shareholders, and the community.

CEW LEADERS PROGRAM



A unique opportunity to further develop and refine your leadership skills

The CEW Leaders Program has been developed to inspire and equip women to fulfill their leadership potential. The program provides women with the skills to take their place alongside men so that organisations deliver the best possible outcome for customers, shareholders, and the community.

The Program is intimate, collegiate, challenging and most importantly provides time for reflection. Designed and facilitated by CEW members it provides, a different lens on leadership, a fresh look at navigating the corporate world, time for personal and collective reflection, pathways to build confidence, and advance networks to fulfill goals through people-to-people connections.

PROGRAM CONTENT

- Leadership and Influence
- Communication including: Power and Status, Composure, Cognition and Collaboration
- Relationships and networks
- Career planning
- Technology
- Lessons from the Top Table
- The Personal Audit

PROGRAM OBJECTIVES

- **Evaluate**, recognise and further develop leadership potential.
- **Identify** and commit to areas for personal and professional development through the personal audit,
- **Give** participants a better understanding of a range of different organisational cultures and how to operate in these environments.
- **Build** relationships and take a leadership role in supporting men and women.

'Great program – the thought which has gone into this over many years of delivery shows. I have never had a network of international women and I highly value the new relationships. Stay true to the format you have established.'

The CEW Leaders Program brings together women from a wide range of industries and sectors and provides participants with a unique opportunity to further develop their leadership.

ABOUT THE CEW LEADERS PROGRAM



In 2021 the CEW Leaders Program is being offered virtually where it is not possible to offer it face-to-face due to COVID. Each Program comprises a full 7 days spread over 3 blocks approximately 6 weeks apart and is offered in Sydney, Melbourne, Brisbane, and Perth and prior to COVID in Singapore.

Participants have the opportunity to learn from senior women and men who have been in CEO and board roles and to discuss issues in collegiate and supportive environment.

Sessions are designed to stimulate discussion and to challenge participants, so they step up to senior executive roles with confidence alongside their male colleagues for the benefit of the organisation, shareholders, and the community.



say their organisations benefited due to their participation



gained increased confidence in their leadership ability



increased their industry networking and relationship building skills

***Source: 2021 CEW Leaders Program Annual Report*

PROGRAM BENEFITS



Participants benefit by:

- Building networks with colleagues from different industries.
- Gaining exposure to CEOs and senior executives of participating organisations.
- Developing skills, confidence to prioritise personal and career plans.

Organisations benefit by:

- Exposing their participants to different ways of doing things and learning from a range of different industries.
- Developing the confidence and leadership potential of their participants.
- Participating in the alumni network for the CEW Leaders Program, CEW Connect.

CEW benefits as:

- The CEW Leaders Program actively supports CEW's mission of women leaders enabling women leaders by engaging with a large number of participants and organisations each year.

WHO IS THE PROGRAM AIMED AT?

The program is designed for female leaders who have been identified via an organisation's talent pool and have held their current senior managerial role for at least five years.

Participants in the program have been at a senior manager level within large organisations; more than 47 organisations participated in 2021 and include Accenture, Allens, AMP, ANZ, ASX, Australian Army, Australia Post, CBA, Coles, Lendlease, Macquarie, Minderoo, QBE, Ramsay Health Care, South32, Tabcorp & WA Police Academy.

WHAT IS THE ROLE OF THE CEO AND SPONSOR?

The CEO and sponsor are encouraged to meet with the participants a couple of times during the year to discuss their experiences and view how this program has contributed to their personal and professional development. It is suggested that the first meeting take place prior to the commencement of the program and the second meeting scheduled for mid-program.

PROGRAM FACILITATORS

CEW Members:

- Kathleen Bailey-Lord
- Ann Burns
- Megan Corfield
- Jacqueline Chow
- Nicole Duncan
- Lynette Mayne AM
- Lyn McGrath
- Gaye McMath
- Karen Penrose
- Erica Smyth AC
- Wendy Stops
- Margie Seale

PROGRAM FEEDBACK



Feedback from participants and organisations has been consistently positive over the years and demand for the program continues to be high.

"The highlight was being exposed to some amazing leaders, hearing their experiences, and having the opportunity to ask questions. I also enjoyed the personal audit and being pushed out of my comfort zone to work on my value proposition."

"The length of the program and the way it is paced is very effective and a key thing that sets CEW apart from other courses I have attended."

"Fantastic program. Insightful, inspiring, welcoming, and supportive. Speakers have been engaged, interested and powerful. A pleasure to participate."

SELECTION GUIDELINES



These guidelines have been prepared with help from participating organisations to assist in the selection of the most appropriate candidates from their internal talent pool.

- Participants are usually selected from a talent identification program run by the participating organisation from different areas of the organisation. Participants have commented that they have developed new networks within their own organisations and seen this as an important benefit of participating in the program.
- Some organisations ask senior executives to nominate candidates (criteria may include seniority, high performer, role model, criticality to business, successor, responsibility) and then those candidates are invited to apply through a written application asking them to highlight why they would like to participate and what they would like to gain from the program.
- We suggest that the CEO meet with the successful candidates as the final step in the selection process as it is very motivating for the candidates to know they have the direct support of their CEO.
- As part of the introduction to the program some organisations invite the selected candidates to meet with the previous years' participants to hear their views of the program.
- Participants in the program have been at a senior manager level within large organisations. As organisations have very different structures and titles it is sometimes difficult to compare across organisation.
- The titles of recent participants include, National Accounts Manager, Chief Legal Counsel, Partner, Manager QA and Testing, Manager Strategy and Sustainability, Head of Business Services, Head of Strategy and Finance, Senior Associate Mergers and Acquisitions, General Manager People, General Manager Customer Services, Sales Director Southern Region, Director Health Operations, Executive Director HR, and Change Management. Participants are typically 2-3 reporting levels from the CEO.
- The majority of participants have been in a senior managerial role for at least five years.
- In addition to CEO support, each participant should have an executive sponsor within the organisation. This could be their line manager, Head of HR or in NFP organisations the Chair of the Board. In some organisations the CEO will meet with the participants a couple of times through the year to discuss their experiences and views. This is the most successful model from the participants' point of view. In other cases, it is a senior executive who meets with participants.
- Where there is a CEW member on the Board of the participating organisation that member may also meet with the participants informally.
- Some organisations have engaged a personal coach for participants. Participants who have had this experience have valued it highly.



Chief Executive Women

Women leaders enabling women leaders

CONTACT

For more information about the CEW Leaders Program:

e: leadersprogram@cew.org.au