



## Leadership Diversity Program For Women - WIT Connections

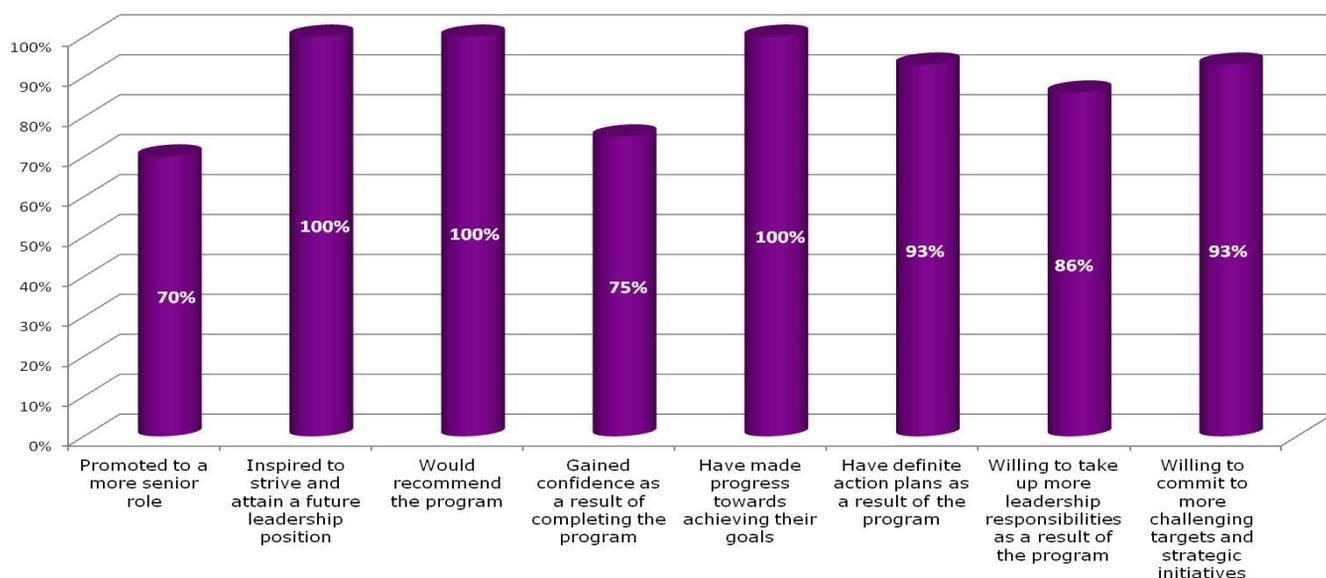
**Resurgence Leadership Diversity Program For Women - WIT Connections** is specifically designed to assist aspiring and established female managers in male dominated environments to understand and engage with the dynamic forces that shape organisations and business environments. The Leadership Programs are yielding results in terms of graduates who are better able to lead effectively in a diverse work environment, developing higher capabilities in strategic leadership, improving awareness of their leadership style as well as their staff and peers' leadership style. Outcomes include greater confidence, enhanced capabilities for leading teams in a variety of organisational structures, improved communications and negotiating skills, leading change effectively, developing and leading resilient teams, thinking more strategically and ability to lead in varied and complex strategic operational situations.

*"Resurgence Leadership Diversity Program gave me an insight into myself and some excellent techniques to project forward and identify goals....I altered the way I interact and communicate with guys. It had been valuable....I've started networking seriously...I got some great practical pieces of advice from my coach that I can use."*

Julia Fahey - Strategy and Client Services, IBM



### Resurgence Leadership Programs - Outcomes for participants



*"Personally Resurgence Leadership Program has helped me to build my confidence, identify the areas I need to develop, get some balance in my life, meet some lovely people and think about what I want rather than saying yes to everything...I have been promoted since I completed the course. This was as a result of the course and coaching... Professionally it made me think about the tasks I should complete as a manager and when I should delegate. The program forced me to think about my career goals and the path to get there. It helped me see my 'blockers' clearly and how to pass through them. I manage my time better and I am a better people leader. Understanding that people like working in different environments, leveraging communication styles, listening & learning from the other women on the course and (for me most importantly) how to empower to your team, has benefited me and the team. After doing the course I feel more confident in my ability".*



Anna Leibel, General Manager, Telstra



## Leadership Diversity Program For Women - WIT Connections

### Program Benefits - Sponsoring Organisations

Managers from a range of organisations including clients and suppliers build strong individual relationships while developing their leadership skills, having access to ongoing networking and development by being part of the Resurgence Alumni thereby improving their organisations' business relationships.

- Growing the talent-pool by cultivation of existing or potential leaders to:
- ✓ have leadership aspirations and skills to support the organisation's brand
  - ✓ help create a competitive advantage and achieve business results
  - ✓ removing barriers (e.g. unconscious bias)



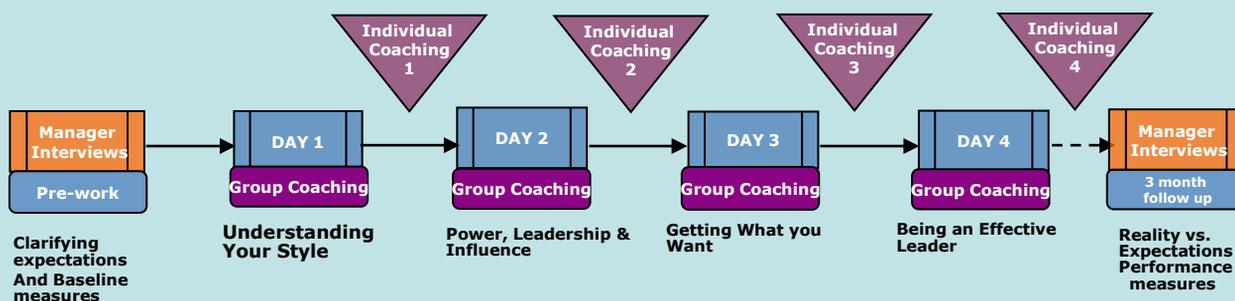
- Immediate ROI by:
- ✓ productive and effective leadership approach,
  - ✓ potential for promotion; and
  - ✓ Reducing undesired turnover of skilled leaders

The Program tackles diversity imbalance issues such as gender and effectively assists organisations to achieve diversity in middle and senior ranks

### The Program's Structure is designed to enable sustainable impact

The programs consist of four full-day workshops which are delivered approximately one month apart over 5 months, with face-to-face individual coaching, between the workshops. Furthermore participants are given individual tasks between the workshops utilizing Resurgence Online Tools to provide data to create a clear understanding of key strengths, skills, motivators, work preferences etc.

These programs are delivered almost on a monthly base to groups of 6-12 managers participants range from Mid level Management to C level managers.



### Who is involved?

The Leadership Programs have been designed and successfully delivered for employees of large and complex organisations such as Telstra, Coles, IBM, ANZ, NAB, Victorian Government, Medibank Private, Swinburne University and Australia Post.

Resurgence customers benefit from the impressive volume of knowledge and expertise held by our consultants and managers with over 20 years experience in:

- ✓ Driving executive leadership and performing executive roles
- ✓ Delivering Professional Services, Consultancy and Technology.
- ✓ Leading organisations to a significant multi-million dollar P&L growth.
- ✓ Providing services to multi-million dollar, complex and large-scale projects.
- ✓ Pioneering Business Methodologies and Leadership Programs

