



**Program Snapshot**

**For:** Junior to middle managers

**Duration:** 18 weeks (part-time study)

**Format:** Blended (online and face-to-face)

**Method:** Facilitated workshops and self-directed learning

**Focus:** Behavioural dynamics of effective leadership

# Accelerated Leadership Performance Program

*Australia's Premier Accelerated Performance  
Program for Early Career Women Managers*



## About the Accelerated Leadership Performance Program

**The Accelerated Leadership Performance Program, delivered across 18 weeks, enables the rapid transition of managers into self-directed leaders.**

The program equips participants with the knowledge and behavioural insights required for successful leadership, embedding and functionalising new learnings as real world behaviour and action.

Informed by global best practice in applied and accelerated learning, the focus on real outcomes as an ongoing and non-negotiable component of the program underpins the emergence of a self-directed, decisive leader.





## Who is the program for?

**Whilst the program generates exceptional outcomes across wide ranging levels of management it is primarily designed for optimal impact at two levels:**

- Emerging and high potential junior managers seeking to fast track their development into self-directed leaders.
- Existing mid-level managers seeking to revisit and refresh their leadership abilities and consolidate their capacity as well-equipped and competent leaders.

Cohorts will include women from a wide range of industries seeking a more rounded understanding of the behavioural dynamics of effective leadership and their own capacity for leadership excellence.

## In-house delivery

**In-house delivery options are available for organisational teams.**

The In-house delivery format is extremely effective for organisations seeking to unlock higher levels of performance and shared focus across teams.

For more information on running the Accelerated Leadership Performance Program in-house please contact Women & Leadership Australia on 1300 138 037 or via [admissions@wla.edu.au](mailto:admissions@wla.edu.au)

# Learning Methodology

**Informed by the globally respected principles of applied and accelerated learning, the ALPP's focus on practical knowledge and self-directed real world application generates the success oriented behaviours, self-belief and potential required for leadership excellence.**

The Accelerated Leadership Performance Program is delivered through a sophisticated blend of interactive group workshops (face-to-face and online), practical workplace application and self-directed learning.

The program interweaves intensive workshop based exploration with on-the-job application of new skills to prepare students to rapidly actualise learning and insights as real world success-oriented behaviours.

In addition to this, the program sees participants take full accountability for their progress and their performance as a leader. The blended focus of interactive workshops, online learning, webinars and workplace application projects see participants unlock a decisive, success-oriented mindset, underpinned by frequent reflection and planning.



## Live Webinar

- Live webinar program available on desktop or any mobile device
- Super easy to use
- Full video and audio for real-time interaction and collaboration
- Full support for orientation and ongoing technical support

## Learning Portal

- Dynamic, user friendly LMS (Learning Management System)
- Pre-prepared high quality content with rich multimedia
- Asynchronous ('anytime') discussion-driven taskwork available anywhere (desktop and mobile)
- Recordings of live webinars
- Learning analytics and tracking to inform pedagogy
- Online community of practice



## Program Structure and Components

Accelerated Learning Phase	
<b>Unit 1</b>	<p>▶ <b>Foundations of Contemporary Leadership</b> Face-to-face</p>
<b>Unit 2</b>	<p>▶ <b>Effective Interpersonal Communication</b> Live interactive workshop via webinar / online learning portal (1 session)</p>
<b>Unit 3</b>	<p>▶ <b>Feedback, the Performance Enabler</b> Live interactive workshop via webinar / online learning portal (1 session)</p>
<b>Unit 4</b>	<p>▶ <b>Emotional Intelligence and Conflict</b> Face-to-face</p>
<b>Unit 5</b>	<p>▶ <b>Supporting Team Performance</b> Live interactive workshops via webinar / online learning portal (1 session)</p>
<b>Unit 6</b>	<p>▶ <b>Leading in Times of Change</b> Face-to-face</p>

# Program Content

## Unit 1: Foundations of Contemporary Leadership

Participants explore what it means to lead and begin to answer the question 'What type of leader do I want to be?' Models of leadership are examined so that participants can begin to make connections with their own style and approach. As a foundational day for the program, participants are also introduced to a model for understanding and engaging more effectively with people who may differ from themselves.

## Unit 2 – Effective Interpersonal Communication

Building on the foundations of Unit 1, participants are introduced to a range of communication skills that help them engage more effectively with others. These include approaches to listening deeply, asking questions that elicit more valuable responses and skills that enable them to balance the desire to advocate their point of view with their capacity for learning more from others. They will learn practical skills that they can apply on the job immediately.

## Unit 3 – Feedback, the Performance Enabler

Feedback extends the communication skills of the previous unit into the realm of performance and learning. Participants will learn the principles of effective feedback and develop a personal tool for sharing feedback with others. By appreciating the distinction between perceptions and observable behaviour, they will understand and meet the challenges involved in sharing difficult feedback. Participants will be able to share feedback with confidence and clarity.

## Unit 4 – Emotional Intelligence and Conflict

Participants will appreciate that whilst intelligence (IQ) may be important, it is emotional intelligence (EQ) that will enable them to progress further. A model of EQ is presented and participants are invited to explore the ways in which they can develop and practice a range of EQ skills. This extends into the realm of managing conflict, from which participants examine how to make conflict a constructive and potentially transformative experience. Workplace Application Projects (see next page) will also commence during this unit.

## Unit 5 – Supporting Team Performance

Most organisational achievements occur through the work of teams. Participants explore teamwork from both team leader and team member perspectives. They learn the key attributes of successful teams and how to create them within their own team. This includes the development of a high-performing team culture. The work on Feedback, Communication, Emotional Intelligence and Conflict and all integral parts of developing team skills.

## Unit 6 – Leading in Times of Change

Participants explore the various responses they and others have to change. They learn a model for managing change and for engaging others on the journey and challenges that are often involved. Participants will learn how to integrate many of the skills from other units in order to effectively embrace and lead change, an ever-present part of modern working life. Workplace Application Projects results will be presented by each participant.





## Accelerated Learning Workshops

**The accelerated learning workshops are geared toward the singular objective of elevating performance and unlocking real world outcomes.**

Guided by WLA's elite facilitators, participants are immersed in a multi-faceted and impactful learning experience that fast tracks their development as confident, self-directed leaders. Simulating the fast paced dynamic of real world leadership, the tempo of the learning experience frequently shifts, maintaining an element of the unpredictable and keeping participants focused and engaged.

Moderated group discussions go on to unlock important insights from previous experience and generate high levels of accountability to negotiated developmental outcomes. At carefully scheduled intervals, participants are also asked to step back from the days activities to reflect on their new insights, before proceeding with a broadened perspective of self and purpose.



## Workplace Application Project

A core part of the program methodology is the ongoing application of what is learned on the job. In addition to the activities participants undertake during and between units they will identify a workplace project that they will complete as part of the program.

The purpose of the project is to deepen and embed the programs learning outcomes and for the participant to deliver something of value and lasting to their organisation. The project will be of the participant's choosing, possibly decided in consultation with their manager. Projects should focus on a genuine and achievable outcome for the workplace and provide opportunities for the participant to apply the new skills that they are developing through the program. Project outcomes may include such things as improvements to operational systems and processes, ways to enhance team/organisational culture or new ideas to develop performance and productivity.

During the project participants will work in small focus groups, through which they will share ideas, support and challenge each other and progress meaningfully towards the achievement of their project outcomes.





## Enrolment Information

All applicants enrolling into the Accelerated Leadership Performance Program must satisfy WLA's admissions criteria and adhere to standard admissions policies and procedures. Enrolments are at the discretion of the WLA Admissions Department. Enrolment details may be obtained by contacting the WLA Admissions Department.

The program enrolment fee is \$6,990 (+GST). The enrolment fee covers all tuition and coaching, program related materials and access to the WLA online learning portal. The enrolment fee does not cover travel and accommodation costs associated with attendance at the face-to-face elements of the program.

### Enquiries

Women & Leadership Australia National Office  
Level 9, 607 Bourke Street Melbourne, VIC 3000

**Phone:** 1300 735 904

**E-mail:** [info@wla.edu.au](mailto:info@wla.edu.au)

**Web:** [www.wla.edu.au](http://www.wla.edu.au)



## Women & Leadership Australia

**Women & Leadership Australia (WLA) is a national initiative committed to supporting the increased representation of women in business and community leadership roles. WLA is based on the belief that women represent an enormously under-utilised national resource. Through supporting a greater percentage of talented women to progress into leadership positions, tremendous cultural and economic benefits will follow.**

The initiative comprises a range of professional development programs, advisory services, and research endeavours. Since its inaugural forum in 2003, over 50,000 women have participated, making WLA Australia's peak leadership initiative for women.

Each year thousands of women continue to benefit from the program, ensuring the initiative is widely accepted by business leaders is critical to the ongoing development of Australian leadership.

WLA was first developed - and continues to operate - under the auspices of the Australian School of Applied Management. The scope and quality of WLA's services are the result of the dedicated work of ASAM in conjunction with a broad group of stakeholders spanning government, private industry and academia.