



Leadership And Diversity Reform (LADR) Program



It's an often quoted statistic that only 3.5% of ASX200 companies have female CEOs, making Australia's rate one of the lowest in the Western world. With leadership and gender diversity an established factor for business success, how do organisations, and leaders themselves, affect significant change within their own business or agency?

The Leadership And Diversity Reform (LADR) program taps into the management pool of an organisation or agency to provide skill development, political acumen and leadership development to implement sustainable change. By focusing on both leadership and gender diversity, LADR enables businesses and agencies to demonstrate a commitment to the skill development and career progression of a broader range of leaders.

Through three targeted one-day forums, delegates develop the skills required to progress into Senior, Executive and Director roles. Working in conjunction with their Directors, they also have the opportunity to establish individualised career paths, as well as initiatives within their own business that promotes the long-term success of diversity programs.

As well as demonstrating robust succession planning practice, the program addresses key challenges for today's organisations and agencies in developing employees into Executive and Director leadership roles. LADR affords the opportunity to nominate managers based on their own organisation's requirements, and establishes the business as an employer of choice to attract a wider talent pool.

Program Outcomes

Three monthly, half-day forums are addressed by well-recognised and diverse leaders who share their experiences and leadership learnings. Immediately following each monthly forum, a half-day syndicate workshop builds specific leadership skills and capability for delegates, and provides the resources for each delegate's own gender diversity initiative within their own organisation. Between each program, delegates meet with their Directors to prepare and plan the initiative roll-out.

The key outcomes are for each delegate to:

- Build leadership capability for promotion into Senior, Executive and Director roles
- Increase gender awareness and actively encourage wider senior leadership
- Redefine traditional leadership and transition into a diverse leadership model
- Integrate diversity into communication and leadership styles

Program Benefits

For the Individual, LADR:

Addresses the strengths and gaps in their current behavioural leadership styles

Creates a clear pathway for promotion

Identifies the aspects of the delegate's leadership capability that requires further development

Provides a stimulating environment for peer syndicates to learn from experienced leaders

Integrates the outcomes of the program with the KPIs of their individual roles

Provides the opportunity for delegates to complete a personal development project. The projects are designed to reinforce key learning and assist delegates to operationalise new skills within each of their unique work environments.

For the Organisation, LADR:

Fosters the development of high-potential individuals for the emergence of the next generation of gender diverse leaders

Creates a mentoring relationship within the organisation to ensure the key learnings are extrapolated and built upon by emerging leaders

Enhances gender diverse recruitment, and adds to the organisation's reputation of as an employer of choice

Ensure consistent strategic leadership in the progressive advancement of senior management

Creates a clear pathway for succession.

Guest Speakers

The inaugural LADR program includes distinguished leaders who advocate effective Executive Leadership and gender diversity within Australian workplaces:

Mr Ted Davies, *Chairman*, Directioneering

Mr Adam Fennessy, *Secretary*, Department of Environment & Primary Industries

Ms Claire Higgins, *Chairperson*, CFA

Ms Kate Jenkins, *Victorian Equal Opportunity and Human Rights Commissioner*

President Chris Maxwell, Court of Appeal, Supreme Court of Victoria

Ms Nicole Muir, *CEO*,

Australian School of Performing Arts

Ms Helen Silver, *Chief General Manager*, Allianz

Investment

The delegate investment is \$2,700 (excl GST).

Dates

The program runs for three days over three consecutive months:

■ Wednesday,
17 September, 2014,
9.00am - 5.00pm

■ Wednesday,
22 October, 2014,
9.00am - 5.00pm

■ Wednesday,
26 November 2014,
9.00am - 5.00pm

Barrington Centre Pty Ltd
ABN 26 463 042 760
Level 5, 155 Queen Street
Melbourne Australia

Mail GPO Box 2262
Melbourne Vic 3001
Tel 1300 857 363
Fax 03 9600 2617

E-mail Troy.Chiodo-Gurr@barringtoncentre.com
Web www.barringtoncentre.com