



# Adelaide Women

Leading at Adelaide

## Program Information Sheet

### Background

The University of Adelaide is committed to developing and guiding its leaders to meet future challenges and opportunities whilst pursuing excellence in all that it does. In particular, the University is focussed on improving the representation of women in senior academic and professional roles.

The biennial Adelaide Women Leadership Development Program will continue in 2018 in support of the University's strategic direction, which aims to both increase the percentage of women in senior academic and professional roles and enhance the University's standing as a gender equity employer. The program has been designed to develop women leaders, Level D / HEO10 and above, with the potential and willingness to move into senior leadership roles.

### Program Overview

Over a period of 6 - 7 months this program provides targeted development activities for women identified as having the aspirations and ability to progress into more senior leadership positions at the University. 'Adelaide Women' aims to build the participant's leadership skills and capabilities through the completion of leadership diagnostic assessments, tailored learning workshops, individual coaching and participation in a shadowing program.

### Program Objectives

- Create a cohort of female leaders with the confidence and capability to operate as senior leaders and role models within the University
- Develop a strong pipeline of female talent ready to move into leadership roles
- Create a supportive community of women at middle management level
- Establish a 'ripple effect': where participants support and encourage other women in the University to flourish
- Build the support and skills of senior leaders and line managers in overcoming the barriers to gender equity
- Increase the profile of women in leadership across the University and deliver on the [Dornwell Framework](#) commitments

### Outcomes for the Participants

The 'Adelaide Women' program has two key focus areas:

- Support participants' personal career development, where they will:
  - Gain confidence, resilience and capability to operate as leaders within the University
  - Increase their visibility and profile among senior leaders in the University
  - Establish sponsors and networks outside their direct Faculty/Division/School
  - Define a meaningful career path that will offer long term contribution to the University
- Guide participants to be change agents within the University, where they will:
  - Create a supportive community of women who collaborate with one another and act as change champions within the University
  - Establish a 'ripple effect', where participants act as role models for other women in the University, champion change for gender diversity and challenge the University to operate differently, creating a workplace where all employees thrive.



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### Program Cost

There is no cost to participants or their Faculty / Division for participation. All costs associated with 'Adelaide Women' will be covered by the Human Resources Branch.

### Program Schedule

Core events	Date	Activity
Program Launch Event	31 <sup>st</sup> May 2018 10.00am - 12.00pm	<ul style="list-style-type: none"> <li>Program launch</li> <li>Overview of program objectives</li> <li>Networking opportunity</li> </ul>
Learning Modules	Module 1: 4 <sup>th</sup> & 5 <sup>th</sup> June Module 2: 25 <sup>th</sup> & 26 <sup>th</sup> July Module 3: 18 <sup>th</sup> & 19 <sup>th</sup> Sept	<ul style="list-style-type: none"> <li>Highly impactful core learning modules run over six days to help participants gain greater clarity, motivation and insights about themselves as leaders</li> <li>Themes include: Leading Self, Leading Others and Leading in the Organisation</li> </ul>
Individual Coaching	Coaching dates will be available in June, August and October. Session times to be negotiated by individuals.	<ul style="list-style-type: none"> <li>Each participant will attend three X one hour online individual coaching sessions.</li> <li>Participants will work with their coach to set individual objectives for the program and troubleshoot challenges.</li> </ul>
Shadowing Program Training	27 <sup>th</sup> July This session will be videoed to enable those who are unable to attend an opportunity to view the content.	<ul style="list-style-type: none"> <li>Participants will complete a 90 minute sessions with their 'Shadow Leader' to gain an understanding on the Shadowing Program</li> <li>Participants will plan their desired development opportunity to work with their 'Shadow Leader' for the upcoming sessions</li> </ul>
Shadowing Program	August - November (3 days over a three month period)	<ul style="list-style-type: none"> <li>Each participant will shadow one executive/senior leader with specific development opportunities in mind.</li> <li>Sponsors will also look for ways to stretch, advocate and build the participants' networks.</li> </ul>
Graduation	1 <sup>st</sup> November 1.00pm - 5.00pm	<ul style="list-style-type: none"> <li>Celebration and close of the program for 2018.</li> <li>Participants will share their learning journey with each other and senior leaders</li> <li>Personal reflections and networking</li> </ul>