



# Sydney Women's Leadership Program - Professional Cohort

## Program Details

The University is committed to gender equity, and in particular, accelerating the careers of a pool of talented women to progress into leadership positions.

The University of Sydney is committed to accelerating the careers of women. The Sydney Women's Leadership Program will provide an enriched learning experience where participants feel empowered and motivated to drive their own careers. The program offers tailored career development to our talented women, and facilitates the advancement of women into leadership positions across the University.

This is a premium program, offering a space for self-reflection, feedback, mentorship feedback, vision setting, and developing a cohort of women for senior leadership.

## Key Program Themes

- Tailored career development
- Self-reflection
- Feedback
- Mentorship
- Vision setting
- Acceleration of advancement to leadership programs

### Who is this program intended for?

As a guide, participants are expected to be:

**Professional:** HEO9 – SPSB

Identifies as a woman

Typically, managers or area specialists

Seeking promotion in the near future and looking for guidance, career support and the confidence to take this next step

## Program Objectives

This program will encourage participants to build an increased understanding of their career strengths and leadership potential.

**The overall program will offer the participants benefits which include:**

- Increased visibility with opportunities to network with senior leaders and other women across the University;
- An enhanced insight into their skills and capabilities, including the impact of their career strategies;
- Additional skills to increase the effectiveness of their career management strategies, visibility and positioning as a senior leader;
- Engagement with a mentor who can support an area of identified career development need; and
- Ways they might impact and influence their immediate workplace communities as senior women.

## Program Elements

This program offers a range of delivery modes to create an enriched and engaging learning experience. Participants will experience a highly structured and integrated program to support their career planning and leadership development.

### **Assessments and self-review**

At the beginning of the program participants will undertake a 360-degree leadership assessment to explore their work approaches and style of behaviour. Results from this assessment support each participant to develop a personal action plan to help achieve career development goals.

### **Coaching**

During the program participants are offered group coaching in a peer mentor setting. Individual coaching is also scheduled into the program.

### **Career workshops**

Participate in workshops which explore career and leadership topics designed to challenge participant thinking and practices. Workshops take place on the Darlington/Camperdown campus.

### **Mentorship**

Participants will meet with a mentor to assist in the achievement of their development goals and support the application of learning back into the workplace. Mentors are either senior internal staff members or senior members of the University's alumni community. Mentors are matched based on the successful mentees career development areas.

### **Networking**

The program aims to build a network of senior peers for the women to connect with across the University with a diversity of experiences and perspectives.

### **Self-directed learning**

Throughout the program, supporting materials, resources and tools will be provided for additional learning

## Instructor

Paul Donovan founded **The Change Company** in 1999.

Paul specialises in working with leaders and executive teams providing leadership development, coaching, team building and strategy development.

That work often involves Paul assisting leaders to pause their transactional and familiar conversations and examine the individual and collective tensions that are not being discussed. His research and others suggest that these “undiscussable” topics are often created by reactive tendencies, and are among the most strategic topics for professional and organisational development. Paul’s lifelong goal has been to help change the conversation to one that precipitates inner change and leads to leadership which demonstrates a skilful and compassionate use of power invested in elevated roles.

Paul has worked across sectors and industries including property development, higher education, pharmaceutical, defence, food manufacture, high technology medical, government, consulting, and finance.

Paul’s Doctorate examined the relationship between power and “undiscussables” in executive teams. He has published several peer-reviewed research articles including a chapter in the award-winning peer reviewed edited book, *Realising Critical HRD – Stories of Reflecting, Voicing and Enacting Critical Practice*.

Paul is married with four children (none of them children anymore).

## Nomination

Nominations for this program are managed by each faculty, school and professional unit. The nomination process takes place in November/December each year for the following year’s program. If you are interested in potentially being nominated for this program please discuss this with your supervisor/manager.

## Contact

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