

Q Women



A leadership
development program
designed by women,
for women

AltusQ

“The ceiling is cracked, and there’s a seat at the table... Women are moving into senior leadership. So why do we keep asking “Are these women exceptions to the rule?”

Women and leadership in Australia

Confidence, self worth and excessively high, self imposed standards are key reasons why women often do not apply for senior leadership roles.

Making the change

AltusQ has developed a program like no other to address these and other issues, to help to develop and advance women in their careers.

Personal responsibility and heightened self-awareness are key underlying themes that run throughout the workshop series.

The series starts with a journey of reflection to increase self-confidence and build awareness of personal value.

The cornerstone leadership principles required to transition from managerial to leadership roles are developed. The skills and strategies required to grow strategic networks of support are developed.

Participants are transformed. They are inspired and energised, knowing they have the on-going support to be women who lead, no matter what.

Return on Investment

Numerous research studies in the area of leadership capability and its impact on ROI in organisations, indicate that companies that consciously develop constructive leadership cultures perform exponentially better than those that do not.

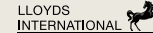
In constructive cultures employees have shown greater commitment and motivation, teamwork and cooperation, and perform better on organisational-level indicators such as adaptability and client satisfaction.

“Encouragingly, many organisations are realising that they need to stop treating gender equality as if it is just a women’s issue. Instead, women and men must be part of the solution together – transforming norms that entrench existing gender inequalities.

...Whether male or female, the readiness of organisational leaders to personally own the case for change is essential. It is also incredibly powerful.”

Elizabeth Broderick, Sex Discrimination Commissioner

Our clients believe otherwise...



“I was always lacking confidence in my managerial skills. I had been given the GM title with no real guidance or expectations and I often felt that I wasn’t deserving of the title. Throughout the last six months my mentor has given me many tools to be able to be the GM that I want to be. It wasn’t an easy journey – it’s hard to be so introspective. It’s hard to ask yourself tough questions and hard to admit certain weaknesses, but that was all part of the journey and my growth.”

Kerrie Mieszkuc,
General Manager,
The JourneyMasters

“The division achieved profit growth of 30% per annum in the six years since coaching with AltusQ began and up to 400% growth in value of a significant number of commercial transactions.”

Andrew Black, Former Head of Margin Lending,
St George Bank

“Coaching with AltusQ has changed my life. I started coaching with my career in construction in mind, but quickly discovered that it not only helped me to be the leader that I wanted to be in my work environment but also the leader that I wanted to be at home with my kids!”

Jo Flowerdew, Director
Smart Alliance

“Through our work with AltusQ to evaluate and reposition our business, each member of our leadership team now has strong buy-in to the business vision. While this has been a lot of hard work, it doesn’t feel so because we all come away feeling energised and excited about the future. One of the best things about working with AltusQ – and there have been many – is the coach’s ability to ask exactly the right questions, at the right time; our coach had a way of keeping everything crystal clear.”

Nicole Moody,
GM Corporate Travel

“I look back at how far I have come from when I first started my coaching sessions, to where I am now. The changes I have made are now embedded, and I’m really enjoying my renewed confidence levels. I am on the brink of securing a new role, one which I truly thought out of reach, and I can now see exactly where I want to be and what I want to achieve over the next 12 months.”

Kylie Dinwoodie,
Director Private Banking,
Bankwest

“A big thank you for being with me every step of the way, brainstorming, encouraging me...I have enjoyed our conversations and the advice you have shared I will cherish and use for the rest of my life.”

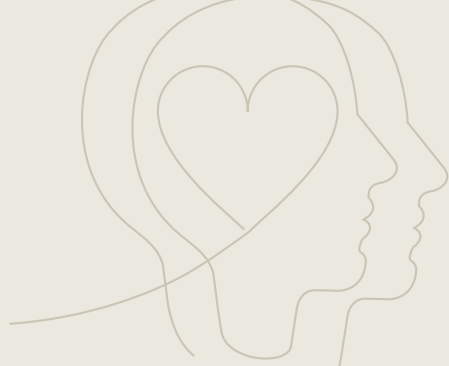
Tina, Acer competition
finalist 2013

“As a female in a male dominated industry, coaching has provided me with the strength and courage to succeed, grow and tackle my fears in a variety of difficult situations. It has also given me the professional edge in presenting myself as a strong female leader who is open, honest and authentic. I would recommend coaching to any female who wishes to progress and take on the roles our male counterparts often hold.”

Elaine Brody, Client Services
Manager, Reckon

“Good teachers know if you want to truly understand something, try explaining it to someone else. My coach is a tremendous communicator. Her ability to cut through the noise and get to the core issues really shifts the conversation to achieve a better outcome. Building insight that sustains change on a deep level is very empowering.”

Mary Clark, Director, PRA



“There is no safe way to greatness”

“It starts with me...”

Our philosophy

“It starts with me” is one of the fundamental AltusQ philosophies.

Lots of things are tough, but change is not made without complete commitment to the possibility of who you might become and what you can achieve.

AltusQ can show how this is possible through the QWomen program.

Who would benefit

- ➔ Female managers with a skill gap or who want to improve management/leadership skills
- ➔ Organisations who want to increase their talent pipeline for those women moving from management to leadership
- ➔ Women identified through talent programs or succession plans
- ➔ Women currently in team management or supervisory roles (1 to 10 years management experience recommended).

“We cannot solve our problems with the same level of thinking that creates them.”

Albert Einstein

A flexible program

The program can be tailored to suit any organisation, from four, half day workshops to lunch time or full day modules.

We generally kickstart this design process with a workshop for all stakeholders – male and female – to convert them to ‘QWomen ‘champions’. This requires them to understand the potential behavioural changes required of them to ensure the program’s success.

Pragmatic delivery approach

All modules leverage a coaching based approach that blends the theoretical with practical, ‘real world’ skills, delivered in an engaging and experiential learning environment.

The power of the program is strengthened by the continuation of ongoing coaching or mentoring, to reinforce the learnings and support the women in their careers.

Our measure of success is the ongoing endorsement and advancement of our programs’ past participants.

Contact AltusQ to discuss how we can partner with you to address key areas identified as crucial in the successful, forward advancement of women in the work place.

A program tailored to suit your organisation – tell us what works for you.

1

Module

“It comes from within”

Without Confidence There Is No Leadership

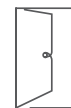
Understand personal strengths and how to leverage them.

Learn to leverage self-confidence to manage and motivate others.

Build personal and specific strategies to build self-confidence practically in daily situations.

Develop knowledge on how to increase levels of confidence for the company’s gain.

Understand the key tenets to building great employee engagement, motivation and performance.



2

Module

“I drive my future”

Owning Your Value

Develop an awareness of the way we ‘show up’ and our impact on others.

Understand behavioural styles and their impact on communication, perceptions and interactions.

Discover effective problem solving, shifting from ‘Blame’ to ‘Responsibility’.

Lead with purpose and vision to build alignment, empowerment and performance.

Develop leadership techniques to build a team.



3

Module

“I inspire performance”

From Management to Leadership

Explore the differences between leadership and management and when to use each.

Introduce and build the concept of the ‘3 pillars of leadership’.

Explore in depth vision and energy and their impact on effective leadership.

Build awareness of self and the lens through which leadership happens within personal and organisational context.



4

Module

“I engender support”

Building Quality Networks

Understand how to build trust in business relationships, internally and externally.

Have a clear process to manage stakeholders – both individuals and groups.

Identify and overcome obstacles when relationships are not going as hoped.

Build skills to position projects or teams as a quality group or initiative that can add value.

Create synergies and share learnings and insights across the organisation.



Our team of experienced women coaches understand your issues

Jill Arkell



Jill is an experienced business and coach who combines a wealth of personal experience in executive business roles, including eight years as a Director of a Professional Services firm.

With proven coaching frameworks and principles to support women leaders in business achieve success, Jill works with her clients to clarify their value, address limiting behaviours and successfully focus effort to achieve their targeted career goals.

Margaret Armitage



Margaret is an enabler. She is passionate about helping individuals and teams develop their strengths to full capacity; to stretch their goals; take up new challenges; and realise their dreams.

She has an extensive history of working at the executive management level in the corporate and emerging sectors across Australia and SE Asia. She works with top-end executives, using strategy and innovation to identify unexplored, hidden or latent opportunities and develop upon them.

Liz Foster



Liz has a background in strategic Human Resources in the Professional Services, Financial Services, FMCG and Advertising industries. She is a certified practitioner of *The Leadership Circle 360* feedback tool, a certified Neuro-Linguistic Programming Practitioner and is trained in the use of the Enneagram personality profile tool.

She has a particular focus on developing women as leaders, and in exploring the line between what is a structural impediment to career progression versus the blockers that women put up – be it self-doubt or a reticence to state what it is they need from the organisation.

Vanessa Fudge



Vanessa's strength is in corporate leadership coaching.

Prior to joining AltusQ she ran a Change Management Consulting Firm advising corporations on their strategic change processes in Finance, Banking and Insurance and Federal and Local Government sectors. She was author and lecturer of the 'Applied Coaching Skills' module for the Masters of Business Coaching degree offered by Wollongong University.

Vanessa is passionate about quality coaching and trains AltusQ coaches nationally as well as supporting them in a mentoring role.

Sue Reeves



Sue has enjoyed a rich career including teaching children and adults and running several successful businesses in the UK. Since joining AltusQ in 2007 Sue has managed the operational, sales and marketing functions of the NZ business.

Sue has the ability to motivate her clients so they are able to move forward in their business and personal life, empowering them to create balance. She is passionate about leadership for women in New Zealand, helping them to reach their goals through coaching and mentoring.

Pat Skalsky



With a strong female following, Pat believes self-confidence is the fundamental platform upon which leadership is built.

Drawing on many years' experience in senior roles within large organisations, Pat coaches executives, high performers and emerging leaders. Typically, their challenges will include increasing their executive presence, managing a work life balance and working on their own career advancement.

Pat holds a Masters in Business Coaching.

Ros Tasker



To become a leader simply by being yourself and building on your own strengths is where Ros loves to work with her clients.

With many years of coaching experience, Ros creates the space where it is possible to talk openly and honestly about significant choices and decisions, and to be able to move towards desired outcomes.

Sonya Trau



Sonya's passion is working with executives and management teams, both as groups and as individuals, on their journey to being great leaders. She is highly valued for her ability to help leaders achieve fresh perspectives, clarity of vision and strategy while re-energising in the process.

Sonya connects strongly to leaders in their environments. She leverages the extensive management experience gained during her career prior to joining AltusQ, where she held a number of leadership roles in large corporate and mid-tier businesses.

About AltusQ

To lead in an increasingly complex world, we know there must be a balance of both the commercial and cultural aspects of business to support decision making.

AltusQ's focus is to combine and balance IQ around knowledge and understanding, EQ around emotional capabilities, and AQ around attitude. All are required to affect sustained behavioural change.

Our approach is grounded in evidence from psychology, adult learning and organisational change research* that acknowledge the way in which the human brain works and the stages people go through as we move from infancy to the higher stages of awareness and consciousness. We also 'get' that most adults learn by experience, so we make everything we do 'experiential'.

Essentially, we help our clients to engage both their 'head' and their 'heart' to empower them to become better leaders and more successful in business and life.

*Piaget, Kohlberg, Gilligan, Lovinger, Maslow, Hall, Fowler, Jaques, Beck, Torbert, Cook-Greuter, Kouzes & Posner, Kegan, Wilber, Goleman, Rock.

Contact us in Australia

Sydney
Melbourne
Brisbane
Hobart
Adelaide
Perth
Newcastle

For more information on our leadership and mentoring programs, talk to your AltusQ contact, call us on 1300 996 918, email us at info@AltusQ.com.au or visit www.AltusQ.com.au.

Contact us in New Zealand

Wellington
Auckland

Please call us on 644 976 8477, email us at sue.reeves@AltusQ.co.nz or visit www.AltusQ.co.nz.



AltusQ

Bringing *passion* to strategy and *strategy* to passion