



The Remarkable Women Program

Capability Building for Rising Senior Leaders



Remarkable Women program

Leaders are people with the vision and the skills to affect profound change in their organisations. In today's world – with greater uncertainty, volatility and challenge than ever before – such leaders are in short supply.

Based on seven years of research into women as leaders that resulted in our Centred Leadership model, McKinsey offers a unique capability building program to help participants expand their performance range and choices.

Mastery in Centred Leadership has a significant difference on leaders' performance and satisfaction



% of respondents with highest average scores in each outcome

	Performance/ Leadership ¹	General satisfaction ²
Have mastered all of the relevant dimension	79	83
Have mastered none of the relevant dimensions	5	4

Leaders who have mastered even one of these skills are twice as likely as those who have mastered none to feel that they can lead through change; masters of all five are more than four times as likely

1 For performance/leadership, the 4 dimensions that have a meaningful impact on outcome scores are; meaning, engaging, framing, and connecting
 2 For general satisfaction, the 4 dimensions that have a meaningful impact on outcome scores are; meaning, energising, engaging, and connecting



What the program offers

Through experiential learning, grounded in participants' own professional context, they will gain powerful new techniques and practice them in real time. In turn, they help participants dig deeper to better understand themselves – and how they can flourish more fully at work and in life.

This is the right program for rising senior executives in positions of significant influence. Participants would already be a proven manager, are about to embark on their journey to the next horizon and who would benefit from joining a community of other senior women that encourages personal reflection and growth in a safe environment.

Through facilitated personal reflection, peer-to-peer discussion and practice, participants will:

- Identify their core strengths and how to use them in leading. Sharpen their sense of purpose: what they want for – and from – themselves. Learn how to translate this to inspire others, aligning and motivating the whole organisation.
- Learn how to get the best out of every situation, especially adversity. Deepen self-awareness to regain their centre and manage difficult conversations in the moment. Explore team dynamics – laying a foundation for high performance.
- Become more attuned to their energy levels and learn to recover while at work, through mindfulness techniques and recognising what lifts them up. Apply new tools for creating and sustaining momentum.
- Analyse their “map” of relationships to support their personal vision. Understand what they can do to strengthen sponsorship relationships and forge community through trust. Practice coaching in peer groups.
- Tap into their fears – how they serve and limit them. Learn how to creatively work with these fears to move forward. Deepen accountability and gain comfort with risk taking.
- Discover how to bring about large scale change. Mobilise and align the organisation to change. Uncover and shift mindsets that shape the organisation's performance. Identify levers for change and develop influencers as champions.



Capability building – how the program works

Our distinctive approach starts with personal mastery, builds on strength and connects participants to others across the community to lead more effectively, achieve higher performance and gain a greater sense of fulfilment.

Program features

- Three forums:
 - **Forum 1:** Lead Self, 8, 9, 10 June 2016, Sydney
 - **Forum 2:** Lead Others/Organisation, 10, 11 August 2016, Brisbane
 - **Forum 3:** Lead Change, 12, 13 October 2016, Perth
- Pre-work reflection questions help you prepare and also includes feedback from others on you at your best
- Peer group “mini boards”, facilitated by expert faculty, support each other in implementing personal learning plans

Faculty team

- Maria Eugenia Arias, McKinsey organisation expert and leadership coach
- Rachel Akehurst, External McKinsey facilitator transformation and leadership
- Ellen Feehan, McKinsey Partner, leader of the Remarkable Women Program in Australia

Some feedback from past participants

“I have found it exhilarating, I feel really resolved to use my strengths”

“The biggest thing for me has been renewing my confidence in my own capability and daring”

“Taking time away from work to reflect and gain insight from other professional women in similar situations was great”

“The course is truly wonderful and I cannot describe enough how much it means to me at this difficult point in my career. The trainers are top, the other women I met offer fantastic perspectives and are great to share ideas with and learn from and last but not least the whole organisation is superb!”

“The mini-board sessions between the workshops were valuable – they made the connection between the sessions and pushed us to think through the different concepts we had talked about”

100% rate the program “extremely” or “very” useful

100% are “extremely” or “very” likely to recommend the program to colleagues

100% are willing to talk to future participants about the program

RWP Agenda – Becoming Centred Leaders

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Topics	Forum 1: Lead Self Sydney, 8-10 June 2016	Forum 2: Lead Others/Organisation Brisbane, 10-11 August 2016	Forum 3: Lead Change Perth, 12-13 October 2016
Introduction	<ul style="list-style-type: none"> Check in/getting centred How Centred Leadership fits together 	<ul style="list-style-type: none"> Check in/getting centred Insights from practicing Centred Leadership 	<ul style="list-style-type: none"> Check in/getting centred Insights from practicing Centred Leadership
Meaning	<ul style="list-style-type: none"> Discovering my strengths Articulating my leadership vision 	<ul style="list-style-type: none"> Using storytelling as a leader Inspiring others through meaningful vision 	<ul style="list-style-type: none"> Discovering the organisation's strengths and opportunities Developing a compelling change story
Framing	<ul style="list-style-type: none"> Discovering my triggers and reframing for better outcomes Practicing pausing 	<ul style="list-style-type: none"> Learning to have tough conversations or having tough conversations (to promote learning in real time) 	<ul style="list-style-type: none"> Uncovering and shifting organisational mindsets Defining the organisation's influence levers for change
Connecting	<ul style="list-style-type: none"> Forging trust in relationships Connecting relationships to fulfil my vision 	<ul style="list-style-type: none"> Creating the environment for high performing teams Discovering, understanding and working through networks to get things done 	<ul style="list-style-type: none"> Identifying influencers as change champions Creating the environment for dialogue
Engaging	<ul style="list-style-type: none"> Working with my fears Learning to use "positive no" Using mini-boards to integrate personal insight 	<ul style="list-style-type: none"> Increasing my leadership presence Coaching others effectively 	<ul style="list-style-type: none"> Building a cadre of change leaders Embedding change into the system
Energising	<ul style="list-style-type: none"> Practicing mindfulness (introduction) Adopting a sustainable practice 	<ul style="list-style-type: none"> Using mindfulness as a leader Sustaining energy in my team and organisation 	<ul style="list-style-type: none"> Creating and sustaining energy for change