



**GLOBAL WOMEN**

**Creating Breakthrough Leaders  
today for a dynamic tomorrow**

# Haere mai Welcome



Global Women is an organisation committed to inspiring, encouraging and driving increased diversity and inclusion in New Zealand's workplaces. This positive impact will create enhanced social and economic prosperity for all New Zealanders.

Leading organisations recognise that gender diversity at senior levels is critical to both social impact and the bottom line. Together we can enhance New Zealand's leadership pipeline by developing and retaining talented women leaders, building a country that every New Zealander feels proud to be a part of.





“Our early partnership with Global Women on the Breakthrough Leaders programme sent a very clear message to everyone in our organisation that we value diversity, and believe in investing in our women leaders for the future. With an 80% retention rate of programme participants, as time has gone on, we have seen these women take on new roles with confidence, and drive strong business outcomes.”

— JOANNE FAIR, MANAGING DIRECTOR PEOPLE & CULTURE, FONTERRA

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# Global Women's Breakthrough Leaders Programme prepares exceptional women to lead organisations into a dynamic and prosperous future.

The programme creates the conditions for outstanding leadership performance. Our alumnae include women who have progressed to top-tier executive positions, started and grown successful new companies, or moved into significant international roles.

The Breakthrough Leaders Programme builds women leaders with the skills and perspectives to lead from a uniquely New Zealand perspective, while maintaining a broad global outlook.

Participants experience a journey of discovery, learning and deep development. They develop a leadership mindset that has ample room for ambiguity, while learning to harness their individual ability to lead authentically—inspiring diverse groups and engaging with the biggest challenges and opportunities for Aotearoa's economic and social prosperity.

## Who is it for?

Breakthrough Leaders candidates:

- Have a significant track record in the private or public, NFP or NGO sector, or in their wider community
- Are recognised within their organisations and externally as a high-potential leader with influence and ethics.
- Are motivated to move to the next level of leadership and have greater leadership impact in their present role.
- Demonstrate a willingness to make active and valuable contributions to their community.
- Are able to challenge their peers, yet also empathise with and support them
- Are intellectually curious.
- Work for an organisation that actively supports the attraction, development and retention of diverse women to the highest levels.
- Are backed by an Executive Sponsor with the intent to accelerate their leadership.
- Have a maturity and willingness to step outside of their comfort zone and embrace challenging experiences.

## A programme to shape “the whole leader”

Global Women’s Breakthrough Leaders Programme is a unique blend of three key components.

### **SELF-MASTERY: DEVELOPING SELF-DETERMINATION AND BUILDING CONFIDENCE**

- Discover a sense of purpose to lead
- Develop the self-awareness to lead effectively
- Build agility, resilience and wisdom
- Learn tactics and skills to confront difficult issues and have courageous conversations
- Understand the role of emotional and cultural intelligence in leadership

### **LEADERSHIP TOOLKIT: BUILDING A STRONG SET OF PRACTICAL LEADERSHIP SKILLS AND KNOWLEDGE**

- Learn to lead across generations and cultures
- Develop communication, negotiation and influencing skills
- Understand transparency, authenticity and ethics
- Develop an appreciation of executive leadership capabilities—from influencing strategic thinking to economic governance

### **CONTEXT FOR LEADERSHIP: SHIFTING THE PERSPECTIVE FROM THE SELF TO NEW ZEALAND AND THE WORLD**

- Exposure to and experience with the conversations that are affecting New Zealand’s economic and social prosperity—from diversity to technology
- Lead a visible community challenge
- Develop a network of inspiring, impressive and diverse women leaders to learn from and share with

“Global Women has supported Fletcher Building with the development of our talent pipeline for women since 2010. The programmes are uniquely relevant to New Zealand and are delivered to an exceptional level enabling our female leaders to develop skills that are critical for their progression into more senior leadership roles within Fletcher Building.”

— KATE DALY, CHIEF PEOPLE AND COMMUNICATIONS OFFICER, FLETCHER

## Programme Outline

The 2018 programme runs over a ten-month period from March 2018 to December 2018. At completion all leaders become Breakthrough Leaders alumnae, maintaining their connection to the wider Global Women network.

The Breakthrough Leaders Programme is focused around immersive and experiential four-day intensive residential modules that develop and shape the 'whole leader'.

Between modules, participants work with executive coaches to put learning into action. They meet influential Global Women members, successful alumni and diverse thought leaders in a variety of domains. Participants also complete challenges with their organisation and in their community—testing their ability to lead large-scale change and gather feedback.



Our first module sees the participants focus inward to discover their unique sense of purpose and leadership style. We develop leaders who understand how to powerfully connect and inspire people they lead.

Exploring presence, emotional intelligence, and the development of a strong personal brand, we build the foundation for mindful leadership. Participants create a strong leadership intent and agree on a practical road map for the future.



Our second module focuses on how to lead for greater social impact. This four days shows how organisations can drive behavioural and economic outcomes that benefit New Zealand society as well as their organisation.

The module includes the unique opportunity to visit New Zealand's parliament and engage in robust dialogue with those who are shaping our country. The Breakthrough Leaders programme has exclusive access to some of the most esteemed public service CEOs and political ministers.



Our third module focuses on leading across diverse communities and economies, growing CQ, and developing culturally savvy leaders who are able to traverse different types of organisations and create positive change.

This experiential and interactive four days across Māori, Pacific and Asian cultures enables leaders to break through biases and communicate with diverse cultural groups. Leaders will develop the means to build environments that support, unify, and mobilise the power of diverse workforces.



Our final module focuses on building 'leaders without borders'—those who can think and operate with a global mindset to realise an organisation's international growth potential.

Held in San Francisco, leaders are exposed to insights from major international organisations like Google, Apple, Amazon and Stanford University. Through these interactions they learn how to harness a global mindset and new business models for growth and impact.

## 2018 Programme Dates

2018 Dates	Time / Days	Activity	Location	Who
14-15 March	90 min	The Leadership Circle Debrief with Leaders and Coach	Location of Coach or Skype	Breakthrough Leaders, Coach
19 March	3:00pm - 5:00pm	Programme Purpose and Expectations	Auckland	Breakthrough Leaders, Coaches
19 March	5:30pm - 7:00pm	Programme Launch event	Auckland	Breakthrough Leaders, Executive Sponsors, Global Women Board, Global Women members, Breakthrough Leaders Alumni, Global Women Partners
20-23 March	4 days	Module 1: Leading others	Waikato	Breakthrough Leaders,
12-15 June	4 days	Module 2: Future Shaper	Wellington	Breakthrough Leaders
28-31 August	4 days	Module 3: Cross-Cultural Intelligence	Auckland	Breakthrough Leaders
6-9 November	4 days	Module 4: Globally Connected	San Francisco	Breakthrough Leaders
6 December	8:30am - 4:00pm	Finale	Auckland	Breakthrough Leaders

## Selection process

Download and complete the application form and executive sponsor support form from [www.globalwomen.org.nz/btl](http://www.globalwomen.org.nz/btl).

Applications are due by **4:00pm, Friday 29 September 2017**.

Candidate selection will be by formal interview, conducted by a diverse panel of Global Women members and Global Women partner senior executives.

Interviews will take place in central Auckland from 16 October – 25 October 2017.

## What makes the programme unique?

Breakthrough Leaders develops a participant's individual ability to connect and inspire.

### A BESPOKE EXPERIENCE

Focused around four intensive residential modules of four days, participants come together with facilitators, leaders and Global Women members in a network of shared expertise. Stepping outside the "day-to-day" creates a learning environment that's tailored to suit individual leadership needs.

### AN EXCEPTIONAL PEER GROUP

Only 30 exceptional women are selected for the programme—a dynamic group, where issues can be discussed freely and individuals can learn from one another.

### A GLOBAL PERSPECTIVE

The programme combines distinctive elements of the New Zealand leadership experience with overseas exposure to give Leaders a truly global perspective.

### A FOCUS ON THE REAL WORLD

Participants foster, test and accelerate the skills they learn by implementing a commercial imperative unique to their individual organisation and by taking their skills to the wider community. Regular 3-way reviews between the participant, programme director and executive sponsors ensures high application of learning and enhanced return on investment for the organisation.

### A POWERFUL NETWORK

Breakthrough Leaders alumnae become part of one of the most distinguished and powerful networks in the New Zealand leadership sector, continuing to learn from one another well beyond the programme.

Participants also have access the wider Global Women network, made up of some of New Zealand's most influential leaders and organisations.

## Scholarships

Each year we offer four full programme scholarships to Māori and Pasifika women leaders. There are two scholarships available to Māori woman and two available to Pasifika woman who are citizens or permanent residents of New Zealand.

Download and complete the application form and executive sponsor support form from [www.globalwomen.org.nz/btl](http://www.globalwomen.org.nz/btl).

Applications are due by **4:00pm, Friday 29 September 2017**

# The Global Women Leadership Programmes



A four month series of motivating leadership sessions, aimed at activating women at a middle management level. The goal is to drive mind-set shifts, inspire career trajectories and help emerging leaders become game-changing leaders.

**OBJECTIVES:**  
Create a new generation of women leaders

**CONTENT:**  
Leading with purpose  
Influencing with impact and presence  
Customised learning labs  
Navigating change with resilience

**AUDIENCE:**  
Emerging leaders, middle management

**TIME:**  
4 x one day workshops over four months

**LOCATION:**  
3 locations (Wellington, Auckland, Christchurch)

**INVESTMENT:**  
\$5500



The pre-eminent ten month leadership programme for women at a senior level preparing to be the heads of tomorrow's most important organisations. This programme ignites breakthrough thinking and being that drives exceptional leadership performance.

**OBJECTIVES:**  
Create a new generation of women CEOs and Board Members

**CONTENT:**  
Designed against BTL profile  
Leading others' prosperity  
Future shaper  
Cross cultural intelligence  
Globally connected

**AUDIENCE:**  
GM, CEO, Executive

**TIME:**  
16 days residential over 10 months

**LOCATION:**  
Nationwide and San Francisco

**INVESTMENT:**  
\$29,500

# Tēnā koutou Thank you.

We are looking forward to working with you to develop New Zealand's leadership pipeline of talented women leaders. By joining forces and setting our sights on a better New Zealand, we can maintain the momentum of the past and create a better future for everyone.

Tēnā koutou, thank you for your participation in creating a richer New Zealand, socially and economically.

# THANKS TO OUR PARTNERS

To find out more visit:  
[globalwomen.org.nz](http://globalwomen.org.nz)

PRINCIPAL PARTNERS



MAJOR PARTNERS



SUPPORT PARTNERS





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