



2026

WOMEN IN LEADERSHIP PROGRAMMES

ELEVATE LEADERS



ELEVATING LEADERSHIP, EXPANDING IMPACT.

WHY ELEVATE?

Aotearoa's leadership programmes miss mid-senior leaders ready for enterprise roles.

THEY LACK:

- Clear participant calibre fit
- Practical, real-world application
- Strong cross-sector networks

Partners and wāhine leaders want evidence-based, high-impact programmes that build director pathways and deliver immediate value.



AOTEAROA NEEDS LEADERS WHO CAN LEAD INCLUSIVELY AND "LEAVE NO ONE BEHIND," BUILDING AND NAVIGATING SUPERDIVERSE TEAMS ACROSS FIVE GENERATIONS.

HOW?

ELEVATE IS DESIGNED TO MEET THIS GAP BY DELIVERING:

- Deep self-awareness and clarity of impact to activate leadership for growth.
- Real-world, complex problem-solving challenges to embed practical learning.
- Networking with high-calibre, cross-sector connections.
- Practical tools and frameworks to refresh and expand leadership toolkits.
- Participants test ideas and influence under pressure through Lion's Den
- Expanding strategic and enterprise-level leadership thinking.

“LEADERS WANT PRACTICAL, REAL-WORLD CHALLENGES, STRONG NETWORKS, AND IMMEDIATE APPLICATION, NOT JUST THEORY.

- PARTNER FEEDBACK

OUR SOLUTION

ELEVATE is a high-impact designed to stretch, challenge, and connect mid-career leaders stepping into enterprise-level roles. Unlike traditional leadership training, ELEVATE is hands-on, using live challenges and peer networks to build capability, deliver immediate organisational impact, and embed long-term leadership growth.

IMPACT METRICS

- All participants expand cross-sector networks
- Increased readiness for enterprise-level roles
- Immediate organisational impact through live challenges

WHERE ELEVATE SITS

ELEVATE bridges the gap between Activate and Breakthrough Leaders.

It targets mid–senior leaders ready to:

- Step confidently into enterprise leadership
- Operate strategically at a systems level
- Build practical capability and networks

It offers practical, real-world learning and sustained impact.



ELEVATE

PROGRAMME STRUCTURE AND OUTCOMES

ELEVATE is a four-day leadership programme delivered over three months in a hybrid format. It begins with a one-day in-person intensive, followed by a two-day in-person workshop, and concludes with a virtual session. The experience also includes a Lion's Den incubator, where participants pitch real insights and receive live, actionable feedback — sharpening their strategic thinking and influencing skills in a safe, high-trust environment.

1

DAY ONE – KNOW YOURSELF, KNOW OTHERS.

- Deep dive into leadership identity, values, and impact.
- Understanding communication styles and their real-world effects.
- Building trust and safety in the cohort.
- Real World Networking with partners acting as clients.
- Preparing leaders to step into complexity.

OUTCOMES

- Build deep self-awareness as a leader.
- Gain clarity on your leadership impact.
- Establish trust and connection within a high-calibre cohort.

2

DAY TWO + THREE – LEADERSHIP IN ACTION.

- Real world leadership challenge solving complex issues collaboratively
- Participate in high-calibre networking event
- Lion's Den pitch: Present insights and leadership approach to senior leaders, receiving direct, actionable feedback.

OUTCOMES

- Stronger business networks – broader perspective and connection within a high calibre cohort
- Opportunity to test your leadership toolbox and gain clarity on your leadership impact by working with peers outside your usual circle of influence.
- Feedback from seasoned and successful leaders

3

- Develop a personal leadership development plan aligned with your organisation and sector.
- Embed learning into practical organisational context.

3 LIONS DEN INCUBATOR

DAY THREE: LION'S DEN: REAL WORLD PROBLEM-SOLVING

On Day 3, our wāhine will step into the Lion's Den. We will invite key members from Global Women's 400+ network of wāhine leaders to join, creating a dynamic, supportive environment where participants can:

- Present real challenges they are navigating in their leadership journeys or organisation.
- Receive constructive, real-time feedback from experienced leaders.
- Co-create practical solutions they can immediately apply in their workplaces.
- Build confidence and influence in presenting to senior audiences.

The Lion's Den bridges learning and action, ensuring Elevate participants are seen, heard, and supported while developing tangible leadership skills that drive real change.



4 DAY FOUR: REFLECTION AND RECONNECTION

- Virtual session (2–3 hours) post-programme
Reflect on learnings applied in your life
- Share progress on leadership challenges
- Future-focused discussion on Leadership goals
- Establish cohort Slack/Teams for ongoing connection
- Celebrate Success and new connections

OUTCOMES

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PROGRAMME DATES

1 | TAHI

Tuesday 12 May
Tuesday 23 June
Wednesday 24 June
Tuesday 21 July

2 | RUA

Monday 27 July
Wednesday 19 August
Thursday 20 August
Friday 11 September

3 | TORU

Thursday 15 October
Wednesday 11 November
Thursday 12 November
Tuesday 24 November

MEET THE TEAM



PENNY HARRISON DESIGNER + FACILITATOR

Penny has 20-years of experience facilitating and coaching with a variety of organisations. She has coached senior executives through to emerging leaders in highly technical and professional fields.

Penny's areas of special interest are in leadership development, coaching, and personal presence. Along with her more than 10 years of service to Global Women's women in leadership programmes, Penny brings a wealth of experience and intelligence to deliver evidence-based leadership solutions that generate transformational change for organisations and communities that women lead and serve. She enjoys creating a space that allows people to think, reflect and gain insights and perspective – be it a group or individual.

PRINCIPAL PARTNER



MAJOR PARTNERS



SUPPORT PARTNERS



EXPANDING LEADERSHIP ELEVATING IMPACT

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