

# FIND YOUR WAY.



*compass*

A LEADERSHIP  
PROGRAM  
FOR WOMEN



DATTNER GRANT'S SIGNIFICANT  
LEADERSHIP PROGRAM FOR WOMEN  
IS BACK BY POPULAR DEMAND.  
REAL SUPPORT FOR WOMEN  
ON THE LEADERSHIP JOURNEY.

*compass*

A LEADERSHIP  
PROGRAM  
FOR WOMEN





# COMPASS — AN UNUSUAL LEADERSHIP PROGRAM FOR WOMEN

A public program for women,  
facilitated by Fabian Dattner  
& Jodi Campbell.

This leadership program is designed to be immediately applicable, highly supportive and engaging, while affectionately utilising the differences between men and women to common benefit.

Sense of direction is not the only difference between men and women. Women do leadership differently. This program is designed to identify, enhance and link the quality of women's leadership to the prevailing male model. It will help women to pragmatically advance their leadership contribution with genuine insight into the opportunities and challenges presented by the current leadership paradigm.

## ANSWERING THE NEED

Dattner Grant ran a series of high profile, and very successful women in leadership programs in the late 90's/early 2000's. By 2004/5, the Company's broader leadership work meant that there was less time for Women In Leadership programs. Dattner Grant has spent the last decade working in Australia and overseas and the depth and quality of their leadership expertise has increased exponentially.

This 2011 program is being offered because an increasing number of women have repeatedly asked us for another dedicated women's leadership program. Both Jim and Fabian (co-founders of Dattner Grant) believe much of their innovative leadership material should be accessible to women; however it's often only available through major organisational leadership programs, in which women are significantly under represented.

## CALL TO ACTION FOR WOMEN

There is little debate that the opportunities for women to move into senior leadership will improve significantly in the next decade. Both women in, or considering leadership roles in entrepreneurial, corporate, government, education or not for profit organisations will recognise this cutting edge program addresses a range of development needs women commonly identify.

This leadership program is far more than just another workshop. It is designed to be pragmatic, immediately applicable, highly supportive, challenging and engaging. It is also affectionately and respectfully cognisant of the differences between men and women in leadership and how to best utilise these to common benefit.





#### IN PRINCIPLE CONTENT:

1. **Sense of self** – learning the rudimentaries of how men's and women's brains work, learning about real emotional intelligence, what turns us on in the work we do, individual leadership style and political intelligence
2. **Purpose and values** – helping women get over the juggling/balancing metaphor to create personal and collective clarity by understanding individual direction; to help women identify the 'right' organisation to work for and once in a role, to align and engage teams and broader communities of stakeholders to shared purpose
3. **Influence strategies and strategic thinking** – learning that strategic thinking is not a unique skill – developing systems thinking, understanding how to rely on a range of influence skills beyond subject expertise (over relied on by women), recognising how to identify and work networks
4. **Building exceptional teams** – engaging, aligning and motivating teams to high performance, learning the building blocks of effective teams, owning female ways of leading with pride and without conflict
5. **Leader as teacher, coach and mentor** – recognising the gift of the female mind (we talk and hear more), using this in communication, understanding how learning styles shape leadership and strategy, basic communication model
6. **Powerful presentations** – women as teachers, coaches, mentors and stewards, delivering unique and engaging presentations to teams, boards, public forums, learning that what makes for great presentations is not just expert knowledge
7. **Enlightened leadership** – with respect and compassion, working with men, blending the styles and not losing your way, recognising that we make better decisions together than apart, exploring what the world needs and how women can help ensure we get it

Content ranges from learning the rudimentaries of how men's and women's brains work, to developing systems thinking to ensuring men and women work together with respect and compassion.





**A RANGE OF KEY DIAGNOSTICS WILL BE USED IN THIS PROGRAM INCLUDING:**

- MSCEIT (Mayer Salovey Caruso Emotional Intelligence Test) - The MSCEIT is a performance test of emotional intelligence. The participant is asked to solve problems about emotions, or problems that require the use or understanding of emotions. Developed by Dr's Mayer, Salovey and Caruso in the 1990's on the basis of their theoretical model, it builds on a comprehensive body of work-based evidence. MSCEIT measures four separate components of emotional intelligence: perceiving emotions, facilitating thought, understanding emotions and managing emotions
- Political Intelligence - This session aims to provide clarity on the issues involved in organisational politics. A model is used to identify the corporate animals at large in all organisations. By examining motives, behaviours and constructive responses, it becomes possible to create positive political cultures in any company

- LSI (Life Styles Inventory) - The LSI identifies the underlying thoughts and motivations that guide an individual's behaviour. Often referred to as personal styles, management styles and leadership styles, these represent the essence of an individual's effectiveness. In the LSI, the feedback is normed against how 9,000 individuals have described themselves (LSI 1) and how 5,000 individuals have been described by 25,000 others (LSI 2). Over 1 million people have completed this tool worldwide over the last 20 years
- 4MAT Learning Type Measure (LTM) - Is designed to help people understand and identify the differences in the ways people learn. More than 723,000 people from education, business and government have taken this assessment. This 26-point questionnaire includes a graphic overlay so the participant can easily interpret their personal strengths and weaknesses as a learner

Each of these diagnostics provides significant personal insights and enables the facilitators to provide insightful and personalised support.



Covering emotional intelligence, political intelligence, behaviour and learning styles, these diagnostics seek to provide powerful personal insights and thorough personalised support.





## PROGRAM STRUCTURE

Module 1: 2 days

Module 2: 2 days

Module 3: 2 days

Graduation: 1 day

## INDIVIDUAL COACHING AND MENTORING OPPORTUNITY (OPTIONAL EXTRA)

As a Compass participant, you are also able to access individual one-on-one highly targetted coaching/mentoring by Dattner Grant coaches, normally only available to CEOs and senior leaders.

This is not included in the program investment because different individuals have quite different needs and approaches to one on one coaching.

Coaching times will be posted at the beginning of every two day module.

## WHY WOMEN ONLY?

Women navigate differently. There is still a significant disparity between men and women in senior decision making roles. This is not healthy for men or women (we are at our best when we work together). We want to encourage more organisations and women to step into and up to leadership roles. We believe that women bring different and complimentary perspectives and skill sets to leadership teams at all levels and this contribution is vital to ensure the health and sustainability of organisations into the future.

## WHERE WILL THIS HAPPEN?

Fabian Dattner's spacious old Australian home, surrounded by beautiful gardens in outer metropolitan Melbourne.

## WHY?

From Fabian: "I think women come together most effectively when we can relax, learn and talk. We rarely get the opportunity to do this professionally, to discuss our personal challenges, no matter our level of responsibility or seniority. For countless eons, women have talked about the big issues in spaces like this. In no way will it detract from the quality or significance of what is learnt. In every way, however, I believe this sort of space accelerates the outcomes."



"Women rarely get the opportunity to come together professionally to relax, learn and talk. For eons we've discussed the big issues in these spaces and I believe that can only accelerate the outcomes here."

— Fabian Dattner





## FACILITATORS

- Fabian Dattner, one of Australia's most recognised leadership expert speakers and educators
- Dynamic, capable and insightful, Jodi Campbell will co facilitate Compass with Fabian. Jodie had a 17 year career with Jenny Craig International. She has continued to pursue coaching and leadership development with some significant world experts
- Jim Grant, a widely acknowledged executive coach, strategist and human resources expert
- Sebastian Salicru (psychologist and leadership expert)

Who together promise to make transparent and accessible, the perceived challenges that men face in working with women and what women can do to affect change.

## INVESTMENT

There will only be 20 participants.

Investment: \$5,000 per person inc GST

7 day program inclusive of all diagnostics

For more information including program dates, please see our website [www.dattnergrant.com.au](http://www.dattnergrant.com.au) or contact Juliana Hummerston or Melissa Smith on 03 9431 2602

Disclaimer: Dattner Grant reserves the right to change facilitators and dates of workshops if unforeseen circumstances arise. Dattner Grant abides by the privacy legislation. It does not divulge any information on any participant to any party without the prior written consent of the participant.

## ABOUT DATTNER GRANT

Dattner Grant is a specialist leadership consultancy that has been providing significant support to small, medium and large not for profits, entrepreneurial, corporate and public service sector organisations for over twenty years. The founding partners (Fabian Dattner, joined in 1996 by Jim Grant) come to the consulting field from leadership roles. Dattner Grant has a strong team of leaders who facilitate (rather than being facilitators who have learnt about leadership). We have an unusual credibility with leaders we are working with, and a genuine and personal understanding of the day to day challenges they face.

Learn more about Dattner Grant and the work we do by visiting our website [www.dattnergrant.com.au](http://www.dattnergrant.com.au)

## SOME CURRENT CLIENTS INCLUDE:

- 20th Century Fox Home Entertainment
- Department of Economic Development, Tourism and the Arts (Tasmania)
- MWH Global
- General Mills Australia & New Zealand
- Australian Red Cross Blood Service





A LEADERSHIP  
PROGRAM  
FOR WOMEN

## WOMEN IN LEADERSHIP 2011 REGISTRATION FORM

### PARTICIPANT DETAILS

Today's date: \_\_\_\_\_

Organisation name: \_\_\_\_\_

Participant name: \_\_\_\_\_

Position title: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Postal address: \_\_\_\_\_

Postcode: \_\_\_\_\_

State: \_\_\_\_\_

### HOW DID YOU HEAR ABOUT THIS PROGRAM?

\_\_\_\_\_

### REGISTRATION FEES

Standard registration: \$5,000\* per person  
\* prices include GST

### PAYMENT METHOD

Payment required in full to secure registration

Credit card: VISA and Mastercard only

Amount \$: \_\_\_\_\_

Credit card number: \_\_\_\_\_

Credit Card Expiry Date: \_\_\_\_\_

Signature: \_\_\_\_\_

### EFT \*

Account name: Dattner Grant Pty Ltd

BSB: 013308

Account no: 352930885

\* Please email remittance advice to [programs@dattnergrant.com.au](mailto:programs@dattnergrant.com.au)



+61 (0)3 9431 2602  
64 Brougham Street  
Eltham Victoria 3095 AUS

[DATTNERGRANT.COM.AU](http://DATTNERGRANT.COM.AU)

