

Emerging Leaders Program

2022



IS YOUR BUSINESS LOOKING TO?

- Provide **meaningful development opportunities** for your high-calibre female talent?
- Increase the **representation** of women in your **senior leadership** positions?
- Strengthen your **attraction of future female talent** through your demonstrated commitment to female advancement?

OUR PROGRAMS RECEIVE:

- **95%** of participants report feeling adequately **equipped with tools** to achieve leadership success
- **83%** of participants report meaningful **growth in their network**
- **80%** of **managers report noticeable improvements** in participants confidence & leadership capability
- **78%** of participants report **greater confidence, clarity of their strengths, leadership vision & barriers to it**
- **70%** secure **promotion** within 6-12 months of completing the program



EMERGING LEADERS PROGRAM

We know that to retain and advance women in their rising careers, having tailored programs for their personal and professional development is pivotal in their career success. With a rapidly changing world, this is the time to be investing in the talent you have to unlock their true potential and create a culture where they really can do their best work.

The Emerging Leaders Program is a unique leadership development program for female mid-career managers and leaders, enabling exceptional performance, behaviours and mindsets. With an evidence base in positive psychology, organisational neuroscience and behavioural research, participants are immersed in a holistic experience informed by the latest in gender diversity and inclusion research, leadership development and wellbeing principles.

Over two full day training sessions and complimentary events, the Emerging Leaders Program is for women who want to deepen their leadership capability and accelerate their transition into more confident, capable and authentic leaders. **Everything is provided for a rich and empowering learning experience singularly focused to enabling each participant to achieve their own unique vision of success.**

- Evidence based and highly interactive learning journey
- Written guides, learning materials and resources for the program (also complimentary welcome box for all participants)
- Pre and post program evaluation survey
- Cross industry development environment to allow participant connection into tightly knit peer networks
- Virtual small cohort learning groups
- Industry expert mentor coaching session
- Pre and post manager program to support the female leaders throughout and beyond
- Post program followup and networking opportunities
- The Dream Collective Emerging Leaders LinkedIn certified program graduate badge on completion

PROGRAM OVERVIEW

SELF-LEADERSHIP

- Personalised Emotional Intelligence Assessment
- 180-degree Manager Feedback Loop: Pre, during & post-program
- Setting a career vision
- Developing & owning personal brand
- Tools to cultivate a growth mindset
- Uncovering & unblocking limiting beliefs that impact confidence
- Building resilience
- Methods for developing a leadership mindset

LEADING OTHERS

- Courageous Communication: models for effective feedback & speaking with influence
- Managing unconscious bias
- Tools for inclusive leadership & values-based leadership
- Cultivating a strong network
- Leadership development blueprint

MEETUP WITH A MENTOR

- We bring in an Executive industry leader to provide mentorship for the group to ground the lessons learned throughout the program in real-world experience & advice.

NETWORKING

- Participants leave with a strong network of other participants across industries & companies.

THE ENGAGEMENT CYCLE

PRE-PROGRAM

DURING PROGRAM

POST-PROGRAM

**TDC +
Manager**

Our Senior D&I Consultant works closely with the nominating manager to discuss the top two desired outcomes & areas of focus

Our Senior D&I Consultant keeps desired outcomes front of mind throughout the program to guide the participant in their Development Blueprint

Our Senior D&I Consultant re-engages with the participant to discuss how they are integrating their Development Blueprint

**Manager +
Participant**

Manager completes feedback survey and identifies areas for the emerging leaders development

Manager feedback is shared with participants, which they utilise to create their Blueprint, based on the areas of improvement

Post-program check-ins with both participants and managers to encourage implementation of learnings

**TDC +
Participant**

Emerging leader completes TEIQue, an emotional intelligence assessment

Participants walk through their EQ assessment results with the guidance of our Senior D&I Consultant to better understand their strengths & areas of development

We provide each participant with their own Leadership Development Blueprint to work through, present back to their cohort & own post-program

TEIQUÉ ASSESSMENT

The Dream Collective use **Thomas International Emotional Intelligence (TEIQue)** assessment, one of the first scientifically validated and most widely used Emotional Intelligence instruments in the world.

The Trait Emotional Intelligence Questionnaire (TEIQue - pronounced TQ) was developed, and is continually updated, by K.V. Petrides, PhD at his London Psychometric Laboratory, currently based at University College London (UCL). The TEIQue examines an individual's social and emotional strengths and weaknesses.

Respondents self-report on their life and workplace performance in 15 key areas of emotional skill that have been proven to contribute to proficiency in complex business activities such as conflict resolution and planning.

By identifying the areas that need improvement, the participant can immediately begin developing those areas. At the same time, areas where the participant excels can be leveraged to their full potential to maximise effectiveness in daily tasks.



WHAT THEY'RE SAYING



I would highly recommend this workshop for women wanting to level up in ALL facets of their life, not just business. I've learnt so much about myself in these 2 days, I'm so great full to be a part of The Dream Collective Community now!!

Small Business Owner

I attended The Dream Collective's Emerging Leaders Bootcamp in February 2019. It is hands down the best leadership program I have been to - such incredible personal and professional growth in two days, with really clear actions and takeaways. Absolutely loved the team. Highly recommend!

People & Culture, PEXA

Amazing, a real thought and action provoking experience. Highly recommend.

PR & Communications, Swarovski

Their Emerging Leaders program was very strong: a perfect blend of self-reflection, learnings, group discussions, 1:1 coaching, all connected thanks to the action-oriented framework to help you build your strategy and journey.

Great facilitator and a great group. Highly recommend!

Sales Manager, GOOGLE



BENEFITS

INDIVIDUAL

GROUP

4.9/5 rated program, the highest rating of an Emerging Leaders Program in the Asia-Pacific region



Wholistic engagement cycle, pre, during & post-program to support implementation of learnings & desired outcomes



Ongoing support as needed from The Dream Collective team + access to their **resource hub & global network**



All resources & **home-delivery care package** + invitation to **Meetup with a Mentor event**



Opportunities for **network growth**, including invites & access to **post Alumni events**



Have **stronger employee engagement** of female talent



Increased benefit of multiple participants **bringing learnings & frameworks back to the organisation** & their teams



Greater accountability: we encourage participants to connect post-program & check-in with each other's progress



WHY INVEST IN YOUR EMERGING FEMALE LEADERS?

Increased retention

- The program is designed to develop women at the mid-level of their careers, where the highest drop-off of females occurs.
- Organisations benefit from increased efficiency, drive and retention as employees feel valued when their organisation invests in them.

Improved attraction of high-calibre female talent

- Future female talent are attracted to the organisation due to opportunities for development.

Greater advancement of female leaders

- With emerging female talent staying longer at the organisation and being equipped with the tools to lead effectively, they are more likely to advance within the organisation, contributing to higher numbers of female senior leaders and improved female representation across all levels.

WHY THE DREAM COLLECTIVE?

- Our **4.9/5 rated programs** have been developed for over **8 years**, with content updated each year to reflect the most **in-demand, relevant leadership capabilities**
- The **highest rated leadership program** for emerging female leaders across **Asia-Pacific**
- Empowered **+5,000 emerging female leaders** around the world
- Established a **global online network of +30,000**
- Provided **+2,000 hours of leadership development & strategic advisory**
- Established an elite network of **+700 business leaders globally**



Program details

9-10 March 2022

9:00am - 5:00pm both days + Meetup with a Mentor from 6pm - 7:30pm on day 2

Investment

- All resources & home-delivery care package
- EQ assessment
- Leadership Development Blueprint
- Manager engagement cycle
- Invitation to our Meetup with a Mentor event
- Post-program group check-in
- Ongoing support as needed from The Dream Collective team
- Access to The Dream Collective's resource hub & global network
- Invites & access to post Alumni events

\$3,000 AUD ex GST

**Group enrolments: \$2,250 AUD
per person for 4 or more**





WHO WE ARE

The Dream Collective is a diversity & inclusion consultancy, working with organisations to help them attract, retain & advance top talent, with a niche focus on emerging female leaders.

With operations in Australia, Japan, Singapore & China, we have helped advance the careers of thousands of emerging female talents and established an elite network of business leaders, mentors & emerging female talent globally.

OUR CORE SERVICES

1. DIVERSITY & INCLUSION CONSULTATION & STRATEGY

We'll work with you to identify the areas of opportunity then provide support & roadmap to deliver against your D&I objectives.

2. LEADERSHIP TRAINING PROGRAMS & INTERNAL CUSTOMISED TRAINING

Join us for our flagship 2-day Emerging Leaders Program or have us run internal training. Popular session include: Unconscious Bias; Courageous Conversations; Inclusive Leadership; Resilience & Growth Mindset.

3. EMPLOYER BRANDING & PARTNERSHIPS

Attracting, engaging and retaining the best talent hinges on your unique brand voice. Our integrated approach will help to identify your unique brand voice & create a compelling employer brand.

TRUSTED BY LEADING ORGANISATIONS



Thank you.

We look forward to working with you.

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