

EREA Pathways to Leadership

Enabling women to aspire for leadership roles. Equipping leaders to support women's leadership potential.



Yolanda Beattie

Director

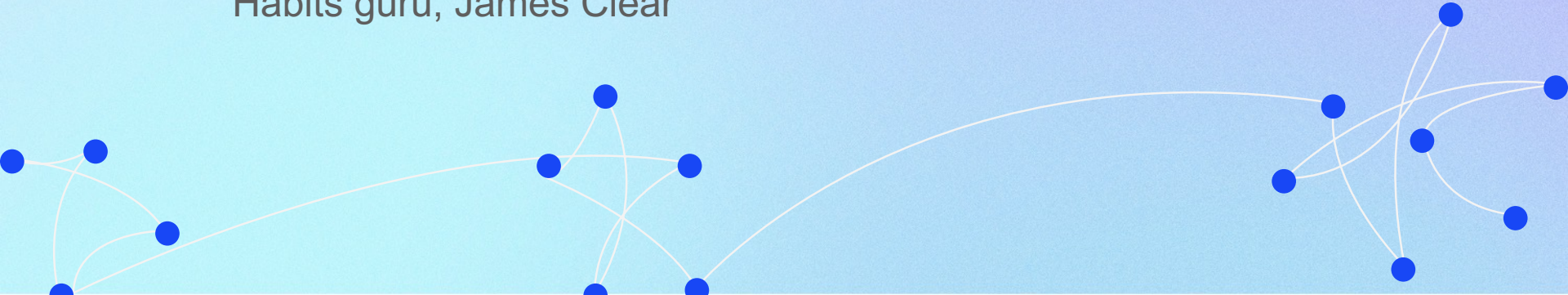
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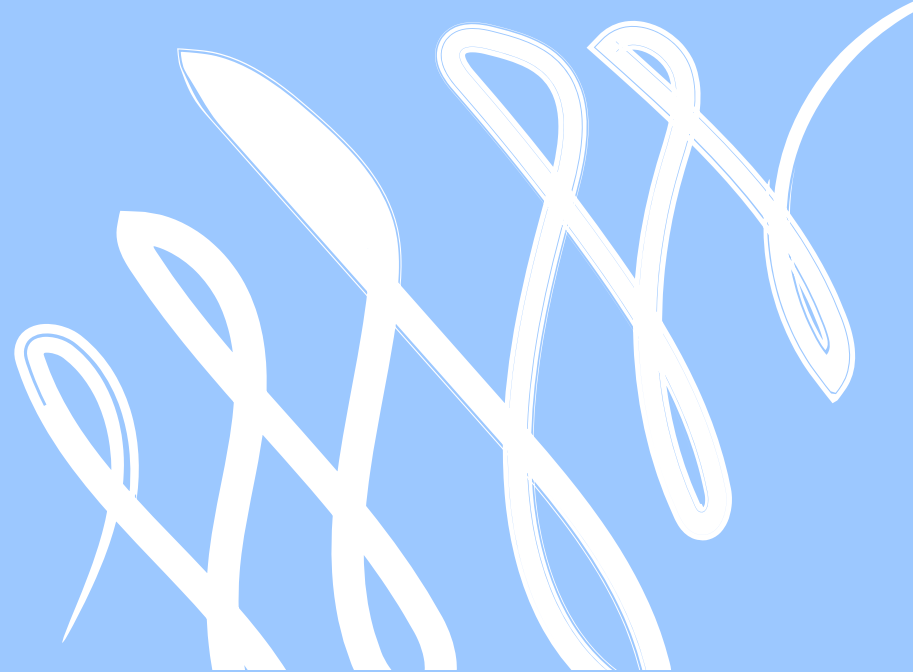
"The challenge for anyone interested in making progress is to simultaneously have (1) the confidence to go after what you want and (2) the humility to accept who you are right now and (3) the willingness to cultivate a mindset and build the skills that bridge the gap between 1 and 2."

Habits guru, James Clear



In this pack

- Welcome
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- The experience and schedule
- Key concepts
- Target outcomes
- Supporting materials and time commitment
- Next steps



Welcome

Congratulations on being selected to participate in EREA's Pathways to Leadership program. Designed and run by boutique consultancy Yo&Co, this program develops the leadership capability and confidence of high potential women (sponsees) while building the commitment and capability of current leaders (sponsors) to support and enable women to aspire to leadership positions.

Run across Eastern and Northern region schools, this 6-month learning experience is a core part of EREA's commitment to address the barriers that stop women from aspiring to and reaching the highest levels of leadership across its network of schools.

In this pack we share some background on the program, an overview of the experience, the core concepts we work with, target outcomes, key materials and time commitment. We also provide more detail about the leadership shadow survey – a tool that enables to you to gain valuable feedback from your colleagues.

A critical component of this program is a leadership challenge that gives your sponsee a platform to apply what they learn while work alongside you to deliver a strategically significant initiative. We have provided them guidance on how to select that project.

This is an exciting development experience that will be fun, inspiring, challenging and at times confronting. All growth happens outside your comfort zone so we encourage you to push yourself knowing you have great support available.

I can't wait to share this journey with you. Please reach out to me directly with any questions.

A handwritten signature in black ink, reading 'Yolanda'.

Yolanda Beattie
Director, Yo&Co

Background and context

Pathways to Leadership is a key pillar of EREA's commitment to increasing the number of women in senior leadership positions

Women in leadership across EREA schools

17.5%

Principals

28.6%

Deputy Principals

48%

HoCs

24%

Business Manager

Barriers stopping women from thriving

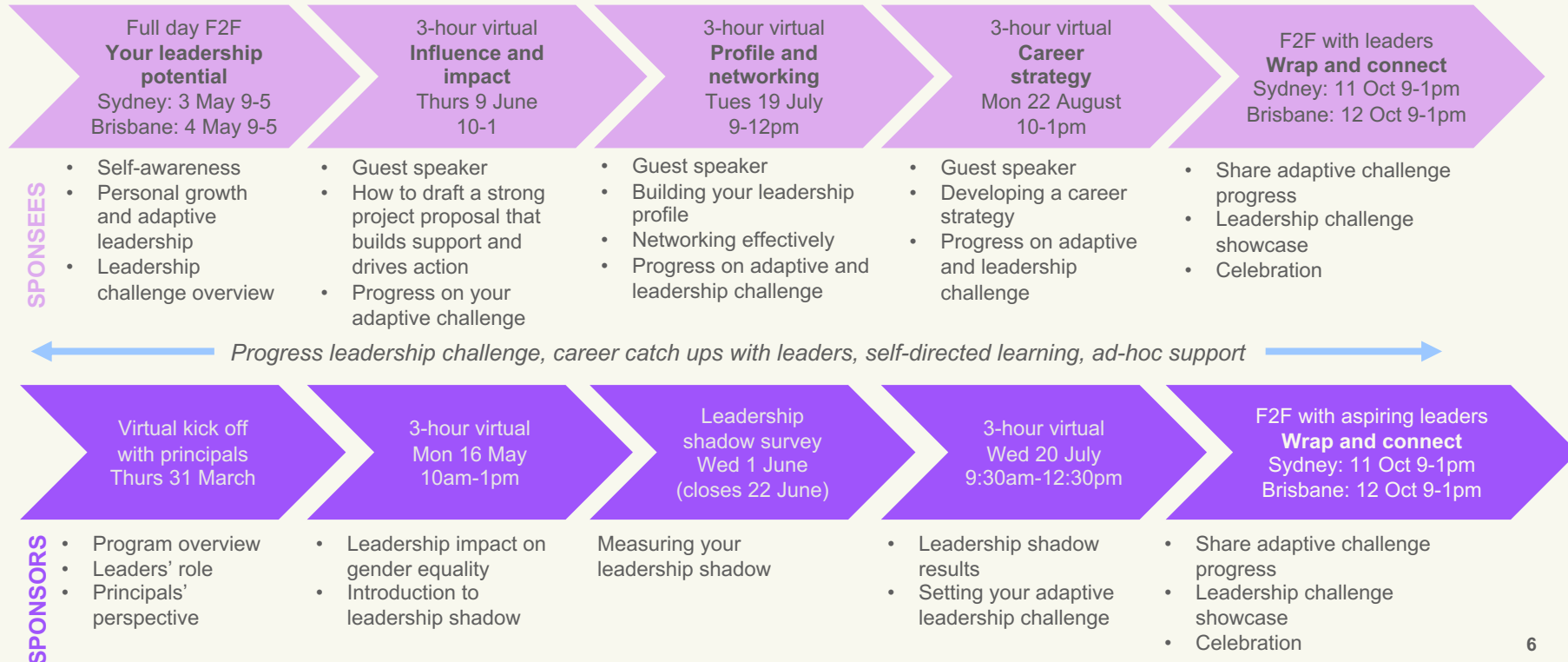
- Traditional male leadership pathways; the 'EREA leader'
- Lack of transparency around leadership opportunities
- Interrupted careers and part-time leadership challenge
- Lack of confidence and career strategy guidance
- Work intensification

The Pathways to Leadership program nurtures a culture of effective talent management and leadership development

- | | |
|-------|---|
| Pull | <ul style="list-style-type: none">• Talent identification and enablement• Removing barriers• Effective sponsorship – amplify and advocate |
| <hr/> | |
| Push | <ul style="list-style-type: none">• Confidence and leadership effectiveness• Career strategy across life stages• Stretch and extend |

The experience

An integrated 6-month program developing existing senior leaders and aspiring leaders in tandem



Key concepts

Pathways to Leadership is underpinned by proven concepts and models designed to drive personal and professional growth, and develop confidence and commitment



Source: Herminia Ibarra, adapted by Yo&Co

Target outcomes

Cultivating senior leaders who empower and enable talent; creating future senior leaders who are thriving in their career

Aspiring leaders (sponsees)

- Develop their **self-awareness, confidence and aspiration** to take on leadership opportunities
- Improve **leadership effectiveness**
- Gain **exposure** by applying leadership skills to a current high-profile project

Leaders (sponsors)

- Deepen understanding of **leadership impact on gender equality**
- Increase the **capability and confidence to address barriers** to develop rising talent
- Create impetus to **act**

Aspiring leaders		Current leaders	
Stage	What my career feels like	Stage	The impact I have on others
Thriving	Open and growing; purposeful, confident and energised; a clear path for progression, making an impact with high profile opportunities	Empowering	Confidently using influence to dismantle systemic barriers and advocate for future potential of diverse talent
Growing	Moving forward but striving and effortful, not maximising development opportunities	Enabling	Proactively detecting and addressing others' obstacles to support others' current potential
Drifting	Directionless and distracted, career is on autopilot, limited exposure to strategic opportunities	Distracted	Focused on own challenges and workload, reactively tackling barriers other's face
Surviving	Frantic and chaotic, focused on the day-to-day, no capacity to take on strategic opportunities	Detracting	Threatened by own challenges, lacks confidence / impetus to address issues
Languishing	Broken and exhausted, overwhelmed by work and life	Destructing	Puts own agenda ahead of others, intentionally undermines others for own gain

Materials and time commitment

A content rich and practical experience designed to deliver immediate and long-term value from the time invested

Leadership shadow survey

The leadership shadow survey allows you to capture anonymous feedback from your sponsee and other colleagues on your ability to enable up and coming talent, and be an advocate for gender equality. The feedback from this survey will inform the adaptive challenge you set yourself in the second roundtable. Questions cover:

- Your commitment to improving gender equality at your school
- Your ability to tackle stereotype threats that limit women's potential
- Your ability to enable up and coming talent, including tackling cultural barriers

You will ask at 5 – 10 people to complete this survey. We recommend you select a mix of direct reports, peers and your principal.

Practical tools shared via online learning hub

- Personality profiling tool, Clarity 4D
- Session workbooks
- Inspiring content including articles, podcasts and videos
- Links to book virtual lightening coaching sessions (20 minute sessions)
- Your leadership shadow survey

Time commitment

- Attendance at all sessions – approximately 2 days over 6 months
- Sponsor/sponsee catch ups every 2-4 weeks
- Ongoing self-reflection and material review, around an hour a week

Next steps

Watch out for the kick-off email detailing the immediate next steps to prepare for our first session

- Accept all the meeting requests sent for face to face and virtual workshops
- Complete the Clarity 4D personality profiling tool
- Check out the learning hub from Tuesday 19 April (a link will be emailed)

Thank you



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