

Lift @ VFMC

A sponsorship and advocacy program enabling diverse talent to aspire for leadership roles while equipping leaders to support their leadership potential



Today

Program overview

Key development concepts

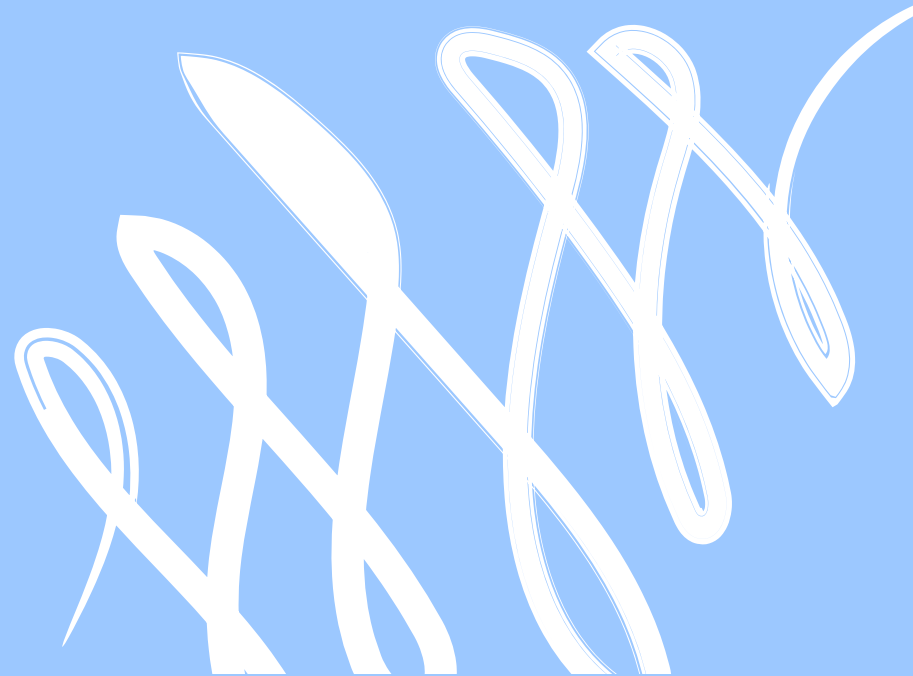
Learning experience

Your learning cohort

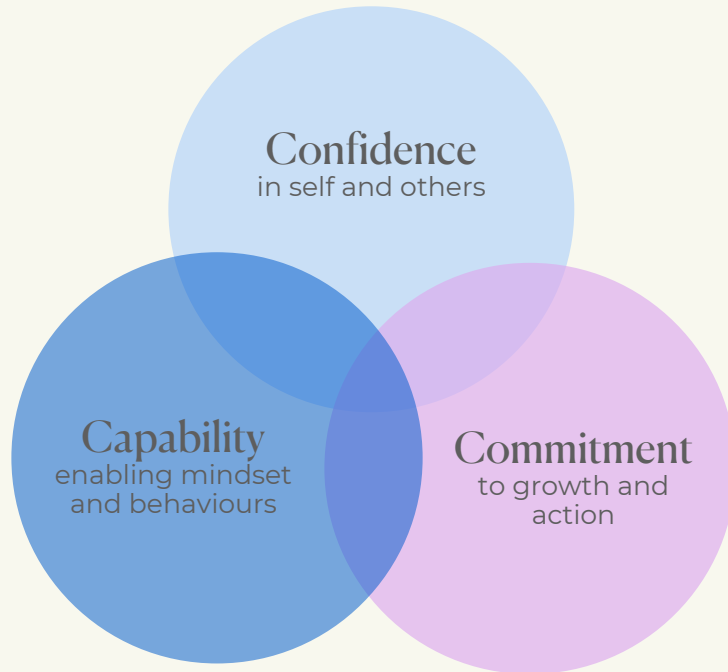
What to expect

Making the most of your experience

Next steps



An immersive program supporting growth of sponsors and sponsees in tandem



Leaders build confidence, capability and commitment to proactively sponsor diverse talent in a range of ways that support their potential

Emerging leaders have confidence, capability and commitment to take on growth opportunities that ensure they realise their full potential

Focus on the inner game

“What you hold in your consciousness tends to manifest – the inner game runs the outer game.”

Bob Anderson,
creator of The Leadership Circle profile





Developing the outer game

Immunity to Change



Based on Immunity to Change™ by Robert Kegan and Lisa Lahey

Sponsorship model

Stage	Sponsorship behaviours
Advocates	Uses reputational capital to publicly advocate for potential and promotion
Amplifiers	Amplifies voice by boosting confidence, platforming and reinforcing
Connectors	Connects talent to high profile networks and opportunities
Enablers	Addresses system and culture barriers that inhibit talent
Mentors	Provides advice, support or coaching to support current and future potential

Source: Herminia Ibarra, adapted by Yo&Co

The experience

An integrated 8-month program developing existing senior leaders and aspiring leaders in tandem

Sponsees work on current projects and challenges to deliver immediate impact and growth



Your learning cohort

Sponsors

- Kate Galvin
CEO
- Keli Saville
Head of Digital Technology
- Steve Marples
Head of Projects & Change
- Sarah Dunn
Head of Client & Market Development
- Pete King
Head of Property
- Mark Aarons
Head of Investment Risk & Absolute Returns
- Talieh Williams
Executive Manager
- Paul Shanley
Chief Finance & Risk Officer
- Lucy Carr
Chief Operating Officer
- Tim Smith
Head of Data & Analytics
- Marian Cranks
Head of Investment Operations
- Stuart Birkett
Head of Equities

Sponsees

- Belinda Ryan
Senior Manager, Culture & Capability
- Dimi Perera
Data Visualisation Lead
- Mackinley Dinh
Senior Analyst
- Justin Lui
Senior Business Analyst
- Vicky Chow
Assistant Portfolio Manager - Portfolio Risk & Solutions
- Kathryn Howard
Assistant Portfolio Manager
- Louise Hollingsworth
Senior Analyst – FI&AR
- Jardina Fuentesbella
Senior Fund Accountant
- Chelsea Patten
Manager, Investment Stewardship
- Brian Lam
IT Infrastructure Manager
- Mizz Barks
Legal Counsel
- Liam Keegan
Client Account & Insights Manager

What to expect



Making the most of your experience

Sponsee tips

- Dedicate time outside of sessions and immerse yourself in the content (30-60 mins per week)
- Do the pre-work and come ready to apply learnings to your specific challenges
- Prepare for your sponsor meetings
- Share what you're learning with others
- Go all in!
- Reach out if discomfort becomes unhelpful

Sponsor tips

- Make a habit of sharing what you're learning with others
- Commit to your sponsee
- Go all in! This is a growth journey for you too
- Reach out if discomfort becomes unhelpful

Next steps

- Accept all the meeting requests sent for face to face and virtual workshops, and the dinner
- Complete the Clarity 4D personality profiling tool (if you haven't already)
- Complete your leadership reflections (sponsees only)
- Contact Yolanda with any questions

“Sponsorship is rarely something you simply turn on and off. Rather, it’s a relationship, one that has evolved from lesser to greater trust and public commitment.”

Herminia Ibarra
Charles Handy Professor of Organisational
Behaviour at London Business School

Thank you



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