

The initiative focused on women identifying opportunities and removing barriers for personal transformation within a safe space for learning, experimenting and peer support.

## Leadership Development

Research exploring leadership development for women, identifies that success rests in the design of “female specific” leadership development programs.

Herminia Ibarra (et al) in *Taking Gender into Account: Theory and Design for Women’s Leadership Development Programs*, argue that in the past development programs have not been structured to support women stepping into leadership.

The result has been either they have delivered the same programs to women as they have to men, effectively ignoring gender, or they have gone down the path of trying to ‘fix’ women which focuses only on gender.

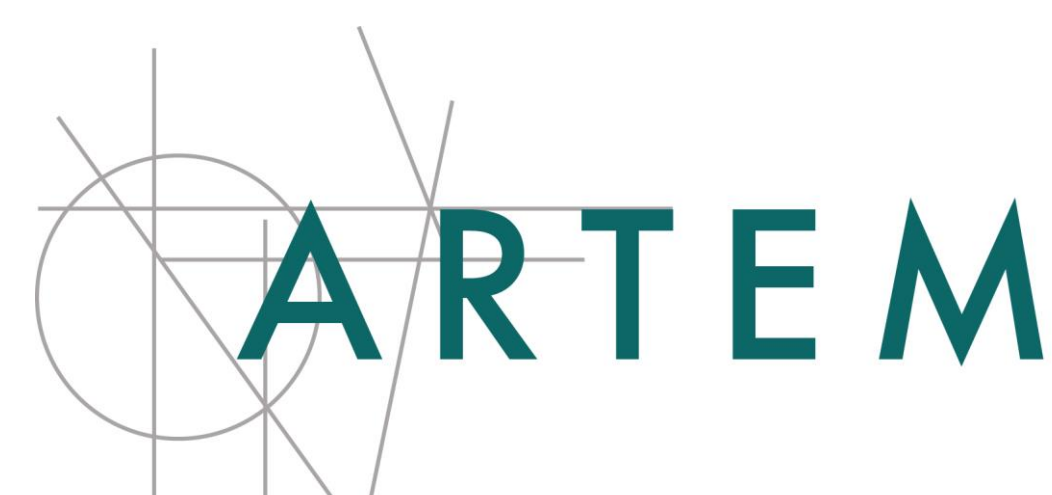
Neither approach addresses the systemic realities women face, nor are likely to foster sustainable leadership capacity.

Developing women for leadership roles must focus on both gender and leadership giving women a sense of agency in their careers.

For the purpose of supporting female leaders to develop and progress, all female programs are highly beneficial in having robust conversations and in understanding core issues.

## Expert Collaboration

The Swimming Australia Coaching Development Team partnered with the Artem Group on the design, delivery and facilitation of the program.



## Supporting Female Coaches

The program was designed to support female coaches to:

- 01 Identify key strengths and how experience has shaped them
- 02 Become aware of how they lead and work with others
- 03 Focus on developing presence to influence change
- 04 Develop strategies that enable them to be more fully seen and understood
- 05 Create a Community of Practice for female coaches across swimming

## Program Development

The collaboration between the Swimming Australia Coaching Development Team and the Artem Group was grounded in a shared belief that leadership development should be an experience for individuals and groups that provides deep insight into who they are and what is possible, provides stretch, and is highly relevant to their current and future roles.

There was a recognition that we needed to start the process of identifying and addressing the systemic realities women face and foster sustainable leadership capacity for women.

The specific objective for this leadership initiative was to focus on women identifying opportunities and removing barriers for personal transformation within a safe space for learning, experimenting and peer support.

## Leadership Development Program

### The Leadership Circle

1:1 debrief to understand personal leadership profile feedback and explore shaping experiences

### Personal Leadership Workshop

Understanding the impact of creative competencies and reactive tendencies on leadership incl defining purpose, understand emotional awareness and building emotional agility [2-day workshop]

### Relational Leadership Workshop

Refining the Story of ‘Who I am’ including developing presence, building trust in HP teams, communicating with curiosity and compassion and Action Planning [3-day workshop]



### Program Launch

Group Connection to develop trust and psychological safety

### Personal Learning

Coaches provided with a range of pre-learning material in preparation for Personal Leadership Workshop

### Action Learning Circles

Developing peer communities of support. Peer coaching to share and discuss challenges coaches are facing as they begin to become more aware of what is possible

### Action Learning Circles

Strengthening peer communities of support. Ongoing peer coaching to share and discuss challenges coaches are facing as they express their leadership potential

## Targeted Coaches

The program targeted current Advanced and Performance accredited female coaches. 13 coaches representing all states and territories were selected via a selection panel to undertake the 6-month program.

## Ongoing Impact

Ongoing insights into the impact of this program on the development of female coaches' self confidence, self esteem and leadership capability will be observed through the ongoing development and strengthening of the peer communities of support following the program.