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# Prime talented women for leadership success

WITH BESPOKE **WOMEN IN LEADERSHIP** PROGRAMS  
FROM THINK LEARN SUCCEED

COACHING  
PROGRAMS

EXPERIENTIAL  
WORKSHOPS

TRAINING  
SESSIONS

Leadership requires political savvy and powerful action.  
We develop these capabilities in female leaders.

# Tap into the power of diversity

## BUILD A WOMEN IN LEADERSHIP PROGRAM TO FIT YOUR WORLD

Every business is different. The development needs of female leaders in YOUR business are unique to your context. That's why you need a bespoke women in leadership program. One that will bring out the best in your female managers and executives. Zesty, relevant and practical.

So what does a power-packed women in leadership program look like? It is custom designed, interactive and experiential. It's designed by Think Learn Succeed. Our programs are based on three key delivery methods: executive coaching, experiential workshops and leadership training.

### COACHING PROGRAMS

Coaching is a highly personalised approach. It involves working in small groups or one-to-one with an expert in people development. It's ideal for working on highly specific issues.

Eleanor Shakiba specialises in solution focused coaching. This is a results-oriented style which works best for driven, positive-minded executives and high potential managers.

Coaching can be delivered one-to-one or in small groups of up to 6 senior women. It is a confidential process, in which female leaders learn with the support of a trusted advisor.

### EXPERIENTIAL WORKSHOPS

Workshops designed to tap into female executives' existing wisdom. Experiential workshops challenge existing mental models and behaviours to drive success.

Our women in leadership workshops are based on robust research about gender and leadership. They create a 'safe space' for female executives to learn skills for success.

Small groups of 10-14 are best for this style of leadership development. This enables everyone to contribute and participate. Workshops should be run in a large, light-filled space.

### TRAINING MODULES

We know leaders are busy people, so these sessions are short and to the point. Delivered in half-day formats, they maximise learning.

You can mix and match modules to create the perfect program for YOUR female leaders. We customise case studies and examples to ensure each session fits your business context.



## MEET YOUR FACILITATOR

Eleanor Shakiba is known by her clients as 'the glass ceiling smasher'. She has trained over 50,000 women in the art of high impact thinking and communication. She writes and consults in the areas of leadership development, gender diversity and breakthrough communication.

Eleanor started her career as a writer and theatre director. She next moved into training and management roles at the University of Sydney. Today, she is one of Australia's leading consultants in the field of experiential learning. She is the author of *Difficult People Made Easy* and has written over 90 training programs.

Her qualifications include a B.A. in Social Anthropology; Graduate Certificate in Adult Education; Graduate Diploma in Applied Psychology; Master Practitioner and Trainer of Neuro Linguistic Programming; DISC and MBTI accreditation.

Eleanor is passionate about equipping talented women - everywhere - to thrive and succeed. She provides pro bono mentoring to business women in developing areas, as well as working with corporate clients.

**CONTACT ELEANOR NOW**  
[www.thinklearnsucceed.com.au](http://www.thinklearnsucceed.com.au)

  
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# Coaching Programs

Coaching is a structured conversation, which triggers deep learning and sustainable change. Great coaches don't deliver pre-packaged 'products' because every female leader - and her context - is different. This is why Eleanor Shakiba adapts her coaching style to each client's needs. She specialises in solution focused coaching, which is a style well suited to executive coaching. Eleanor is an IECL accredited coach and works with senior women who are talented, creative and driven towards success.

## One-to-one leadership coaching

Individual coaching is perfect for female managers and executives who are dealing with complexity. It works best for experienced and ambitious women who are committed to lifelong learning. Choose this option for high performers who are open to feedback, success oriented and dynamic in their approach to leadership. Eleanor Shakiba can help female leaders:

- Become savvy negotiators
- Manage gender bias challenges assertively
- Break through 'glass ceiling' career stages
- Build credibility and 'authority voice'
- Manage politically sensitive situations
- Reach and maintain peak performance states



A coach is a trusted partner who helps leaders structure thinking and behaviour in ways which support success.

## Executive team coaching

During team-based coaching, your women in leadership cohort participates in a series of facilitated dialogues. These focus on reaching specific objectives. Structured conversations are combined with micro-skills instruction. Choose this development option if your focus is on culture-building, visioning or creating positive group dynamics. Executive team coaching can help women in leadership roles:

- Change body language and verbal patterns which impact their credibility as female leaders
- Shift between 'transactional' and 'personal' communication in order to maintain boundaries
- Learn to speak 'the language of power'
- Negotiate confidently and assertively in professional contexts
- Build visibility, credibility and authority without sparking cultural push-back
- Actively manage their leadership brands

Talk to Eleanor Shakiba about your coaching needs. Phone 0433 126 841



# Workshops and Training

## Experiential workshops

Okay. So that's a bit of facilitator jargon. Here's what it means. Experiential learning is a training method based on using prior life experience as a starting point for growth. Workshops are interactive group sessions, specifically designed to foster wisdom and spark change. Put them together and you get a 'wow' factor women in leadership program. Every Think Learn Succeed workshop is bespoke. Creativity is a core value in our business, which means we put spark and verve into every workshop. Here are some examples of workshops we've built for clients in the past. But remember, we'll design YOUR women in leadership program from scratch.

- **Creativity labs.** Diversity strategy days using storytelling, cartooning and video production techniques
- **Finding your groove.** Jazz musicians work with the group to explore the concept of shared leadership
- **MBTI workshops.** Personality profile results are a starting point for discussion of gender and communication
- **Success booster days.** Strategies for addressing common 'glass ceiling moments' are developed by the group
- **Playback learning.** Actors perform scenarios based on real life situations from the business

## Leadership skills training

Short, sharp and punchy training for time-poor senior managers and executives. If you want death by PowerPoint, these sessions are definitely not the option for you. But if you're looking for inspiring, interactive training they will fit the bill. All sessions are half day modules. You can mix and match to create a customised program, or just book one. Options include:

- Gender & influence: what leaders need to know
- Handling dinosaur tactics (gender bias)
- 5 credibility-busting habits of female leaders
- Savvy tactics for female negotiators
- Building credibility as a woman in business
- Speaking to be heard: tips for female leaders

Check our full program at [www.thinklearnsucceed.com.au](http://www.thinklearnsucceed.com.au)

# Need a Women in Leadership program to fit YOUR business?



## WHAT OUR CLIENTS SAY

"Well informed, great case studies and tools. Information based and interactive."  
Natasha Hannan. Zurich. 2016.

"Eleanor was a fantastic tutor. Thoroughly engaging from start to finish" Open program student, Centre for Continuing Education. 2014.

"Great skills to take back to the workplace and apply to internal and external relationships" Aneta Iloska. Heart Foundation. 2013.

"Great, reached expectations and more. Will need to review for retention! Eleanor was excellent in her knowledge and deliverance." Jooli Starcombe. 2012. Woollahra Council.

"I thought the course was fantastic. It was easy to follow and broken up with great exercises." Naomi Forsyth. Reckon. 2009.

"Just one [coaching] session with Eleanor can make all the difference." Lousie O'Brien. University of Western Sydney. 2008.

**FIND OUT WHAT WE CAN DO FOR YOUR LEADERSHIP COHORT**

**Contact us now.**  
[www.thinklearnsucceed.com.au](http://www.thinklearnsucceed.com.au)  
**0433 126 641**

## YOU'VE FOUND THE RIGHT PARTNER. THINK LEARN SUCCEED.

We specialise in bespoke learning and development solutions. We're passionate about women's development. And we know our stuff. What more do you need to deliver a great program?

We believe one-size-fits all programs are like single-sized clothes: they doesn't fit any woman well. That's why we custom design. Yes. We bring creativity and passion to tailoring your women in leadership program. So you get the program your female leaders need.

### WHAT'S INCLUDED?

For workshops and training, everything you need for up to 16 participants is included. You get: one needs analysis meeting; a pre-program questionnaire for attendees; bespoke content and customised case studies; workshop delivery; manuals for program participants; session evaluation report.

For coaching, your fee includes a set number of coaching sessions. These are 1 hour in duration and delivered at your site. Clients also receive notes, tip sheets and resources as needed.

### WILL WE PLAY SILLY GAMES?

No. Your leadership cohort won't be expected to play childish games in our programs. They'll learn from activities such as 'real plays', facilitated dialogues and playback learning (actor-based).

Our trainers are experts in applied psychology – so they know how to make learning safe, relevant and 'sticky.'

Some clients ask us to include energisers and 'fun' activities. We're happy to do this, if those activities will support learning. Talk to us about action learning options that will fit your program.

### HOW MUCH DOES IT COST?

We'll answer this question after our needs analysis meeting.

Costing will depend on what we deliver for you. For example, playback learning options cost more than 'standard' workshops because we need to hire actors.

We will work to your budget, so pricing will be discussed during our needs analysis meeting. See you there!

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