

# THE FEMALE LEADER

It is widely becoming recognised that the traits of female leaders are by nature very different from their male counterparts and that these are increasingly valued and valuable in the workplace.

However in the past the success of female leaders has been in part due to the mirroring of behaviours of their male counterparts, something also prevalent in certain leadership training.

The Female Leader programme breaks this cycle.

The programme is an opportunity to put the spotlight on female leadership and to empower female leaders to lead in an authentic way. This will be a holistic experience that will explore the leadership mindset and the mental and physical resilience that female leaders require in the modern world.

Our experts will develop the uniqueness of each participant and help each one to find their true leadership path.

## The Programme

The intensive residential programme has been tailored for women who are willing to explore their individual strengths and the specific challenges they face on their path to becoming an effective leader.

## The Delivery

Over 4 days, participants will enjoy a stunning location, carefully selected and conducive to creating space for individual learning in a stress free environment.

The Female Leader programme supports existing, emerging and aspiring female leaders to access the attributes that will make them more valuable as leaders in the future.

Participants will explore topics such as:

- What is female leadership?
- What blocks your road to leadership success?
- Do you truly understand your strengths?
- How can you embrace your authenticity?
- What is your personal leadership brand?
- How resilient are you?

In full day sessions, personal boundaries will be challenged through facilitated discussion and exploration with your peers. Each day will be balanced with enjoyable down time where networking and informal learning will be your focus; diet, mind and body will be catered for with optional yoga, relaxation sessions and tailored activities.

## The Follow Up

For 6 months after the residential programme you will have access to our ongoing group coaching conference calls where your facilitator and your new network will help you to embed your learning, maintain your personal brand and keep on-track with your programme goals.

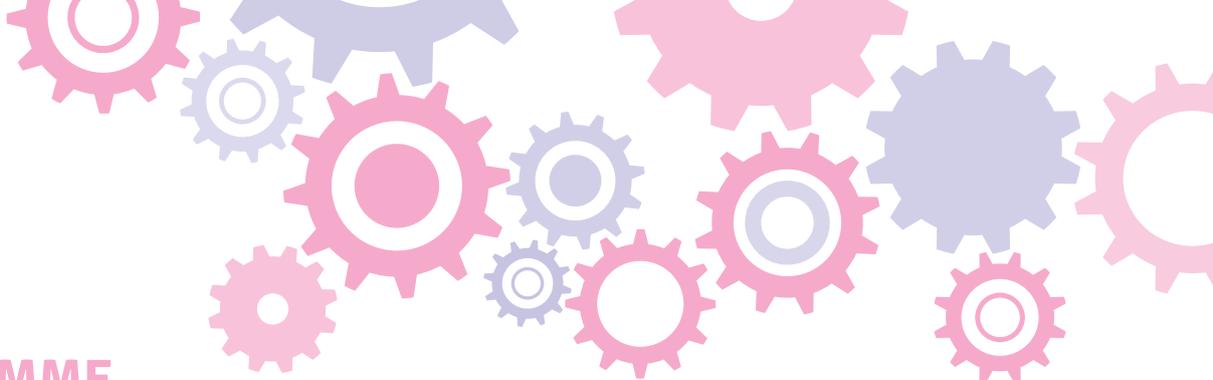
Once you have completed the Female Leader programme, you will become part of a powerful network of alumni, gaining exclusive access to events for continued learning.

Join us and we will help you take positive steps towards releasing your leadership potential.

True leadership stems from individuality that is honestly and sometimes imperfectly expressed... Leaders should strive for authenticity over perfection.

Sheryl Sandberg, COO of Facebook





# PROGRAMME

This 4-day residential programme has been developed by experts who work with leaders both in New Zealand and internationally. The small size of each learning event will ensure that each individual and their specific challenges and situation will receive intensive attention.

## Before the Programme

- Consider what it means to be a female leader / what are you noticing that is working, not working / what are your challenges? Be prepared to discuss your thoughts.
- Think about your top 3 leadership objectives and one personal objective.
- Complete an online Axiology survey designed to give you unique insights into yourself. We will explore these insights individually and as a group throughout the programme.
- Complete an online personalised health risk and fitness assessment. This will provide you with the knowledge and understanding of how your past and current lifestyle is affecting your wellness and performance as a female leader.

## Day One

### Lunch and orientation

#### Introduction

- Getting to know you
- Outcomes of the programme

#### Setting the Context

We all lead differently and this is a good thing, what we need to understand is how women lead differently from men and how to embrace the differences. (Combination of individual, paired, and group work.)

- What does it mean to be a female leader in today's society?
- What does it mean to you, to be a female leader?
- What are your key challenges as a female leader?
- What are your key leadership objectives / goals?

#### Understanding your Thinking

This session will focus on strengths, blockers, challenges and key objectives as seen through our own lenses.

- The theory of Axiology - linking in strengths, challenges and objectives
- Understanding different thinking styles
- Reflection and journaling time

**Health of Body and Mind: Introduction to the wellness sessions that will run throughout the programme**

**Dinner and wine tasting at Vintners Restaurant** with guest speaker

## Day Two

**Early morning health and wellness session as an optional way to start the day, followed by breakfast**

### Personal Debriefs & Peer Coaching

This session will explore why you think the way you do, why you make decisions the way you do, and what impact that has for your leadership objectives.

**Lunch: Refreshments for the body and mind in the vineyards**

### Managing Career Transitions

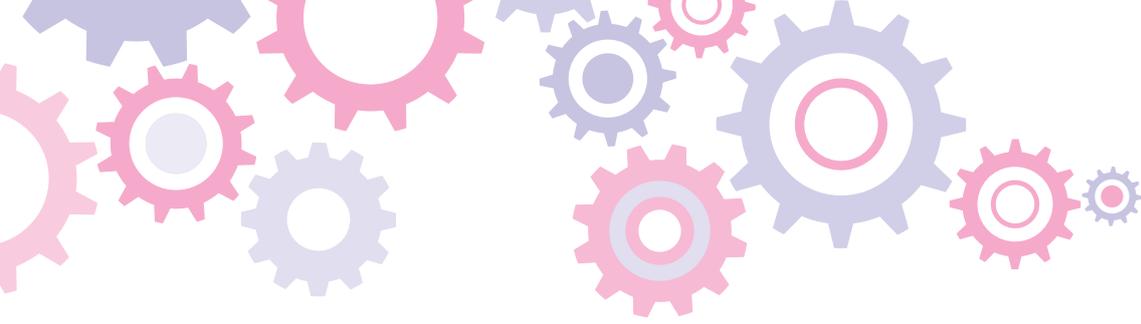
- Map out your horizon model (your personal strategic plan)
- Understand and gain clarity on your own personal purpose (your why)
- Explore your purpose and passion (what are you good at and what do you enjoy?)
- Understand key career success strategies - willingness to work hard / back yourself (lean in) / courage to put yourself out there and to take risks

**Pre-selected topics of interest including:**

- Wellbeing and resilience - develop your own resilience techniques
- Understanding and defining your authentic leadership brand
- The power of mentoring for the Female Leader - learn what it takes to be a strong female mentor

**Individual and group reflection time**

**Dinner at St Clair Vineyard** with guest speaker



## DATES

### Day Three

Early morning health and wellness session as an optional way to start the day, followed by breakfast

#### Managing Roadblocks

Understand and gain awareness of existing and potential roadblocks to your career success.

- This will include examining internal and external roadblocks as well as a greater understanding of “how do I get in my own way?”
- Learn practical and theoretical strategies for overcoming career roadblocks in a supportive and participative environment

**Themed Lunch and Activity:**  
**‘What are you aiming for?’**

#### MindBodyReset

The body and mind are inextricably linked. When your body is fit and healthy, and when you employ some straightforward interventions, your ability to perform as a leader is dramatically increased. You become more resilient and you can significantly increase your capacity to get things done.

This session will cover:

- The link between your body, mind and leadership performance
- What are the habits today that will support your performance tomorrow?

**Dinner at Twelve Trees,  
Allan Scott Vineyard**

### Day Four

Early morning health and wellness session as an optional way to start the day, followed by breakfast

#### Building an Authentic Personal Brand for Leadership

- What is a leadership brand?
- Understanding your personal brand
- How do you develop your influence?
- Effective and relevant networking
- Developing a brand plan and actions

#### Goal Setting

- Mapping your forward path and actions

#### Alumni

- Graduation into The Female Leader alumni programme
- Networks
- Expectations
- Future events

#### Final Reflections

#### Depart retreat

### Marlborough Vintners Hotel, Marlborough

29th March -1st April 2016

#### Earlybird

**\$8995 + GST\***

Book by 30th November 2015

After 30th November 2015

**\$9950 + GST\***

Limited to 12 attendees per programme

\*travel additional

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**BOOK NOW AT**  
[thefemaleleader@altris.co.nz](mailto:thefemaleleader@altris.co.nz)

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## WHO WE ARE

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Altris are delighted to bring together leading experts and coaches to deliver the Female Leader programme. Additional guests will be invited to join us to share their personal experiences of successful leadership.



### Fiona Fenwick

Fiona will provide participants with a unique insight into leadership based on the importance of an authentic and consistent personal leadership brand. She will share her expertise gained over 30 years working with senior leaders in New Zealand and internationally to enable participants to develop their unique personal brand for their own leadership success.

Fiona has extensive experience in communications, crisis and reputation management, sports media relations and as an Independent Director. She knows the value of an effective professional network and she will demonstrate how to make meaningful connections in business and leverage those relationships for leadership success.

Naturally, Fiona is delighted that one of the cornerstones of the Female Leader programme is to create a network that will support participants as they progress on their leadership journey.



### Suzi McAlpine

Suzi McAlpine is a leadership development specialist, acclaimed blogger and professional speaker.

Having worked with CEOs, senior leadership teams and organisations throughout New Zealand for over 18 years, Suzi knows what great leadership looks like - and how to foster it.

Suzi's passion and skill lies in empowering leaders to understand and embrace the cornerstones of great leadership - self-awareness, listening, collaboration, stillness, authenticity, courage and compassion. Suzi is dedicated to igniting better leadership through her work as an executive coach, workshop facilitator, writer and professional speaker.

The author of internationally-acclaimed blog, *The Leader's Digest*, Suzi has established a large online following, and is also a regular columnist for *Idealog Magazine*.



### Jayne Muller

Jayne is a warm and engaging speaker with a personable style that connects with everyone in her audience. With her experience as an Executive Coach and a passion for making a difference through challenging your thinking, her audiences soon know that Jayne means business.

As a Director of Altris, New Zealand's premier executive coaching business, Jayne brings her years' of experience working with senior people, and in particular senior businesswomen, to her range of unique events. The Altris vision is "creating a better NZ through developing better leadership" and Jayne helps participants connect to who they really are as a leader.

As a mother of 3 daughters, she is more than familiar with the challenges that face working women, (their career journey) and their employers every day. Jayne will work with participants to map out their career horizon through connecting their own sense of purpose, so they and the organisations they commit to, get the best out of them.