

Springboard

Women's Development Program

'We give you wings'

Deb Elliott



Springboard Women's Development Program

Case Study – 2017

Objectives

We work with a number of NSW Government Agencies running the Springboard Women's Development Program and have been doing so for over three years. In that time we have had a number of clients arrange to have the Springboard Women's Development Program as part of their diversity and inclusion agenda. I have seen a number of trends with female staff wanting to gain clarity on career direction, to be proactive in making changes, gaining confidence, learning to speak up and be assertive, to manage themselves, enabling a healthier work life balance and to network in a comfortable environment. From working with various Government organisations constant change is paramount, the Government Industry is no longer the security and managing change is a must within a business to keep staff engaged. The need for implementing strategies for change was always of interest.

Scope / Outline

The Springboard Program runs over a three month period, includes four full day workshops (spread over three weekly intervals to minimise time away from the office). The women grow in confidence at each workshop by making small practical realistic steps to gain more control over their lives, understanding their values and making decisions that are reflective of this. Springboard is a behavioural change program with blended learning styles, bringing together diverse groups of women from all backgrounds, education and ages. Women come together to learn, gain strength and grow from building lasting relationships, utilising cross collaboration within an organisation.

R		86% of women walked away feeling more optimistic and positive
E		86% of women agree that they are more equipped in working better with colleagues
S		
U		86% of women feel they are more able to voice their opinions at work
L		
T		82% of women have clearer goals in their life
S		77% of women feel they will see mentors and network more to enhance their career

Springboard Women's Development Program Case Study - 2017

Outcomes

Participants that completed the program enjoyed learning the tools to help them develop where they wanted to go in both their professional and personal life, creating tangible actions to do this along the way. They feel more confident in who they are as an individual, building their self-worth whilst enriching relationships. Some of the women feel they are better equipped to listen more attentively which ultimately produce a more assertive employee for the Organisation. Most took away key steps to become more assertive which increased their confidence. Reignited motivation to move forward post-program. Participants have also made steps in improving their day to day personal life. Some women have taken action to work towards career goals and have realistic plans in place. They now have a greater realisation of the strategies and tools they have learnt and are encouraged to keep developing personally and professionally. The program provides the importance of reflection and constant re-assessing to keep adjusting the plans to achieve greater outcomes.

Participants were able to clearly identify the benefits to the organisation from their participation in the program which centred around building confidence in communicating better with others within a team and the organisation as a whole. The majority have renewed enthusiasm to make opportunities happen as oppose to waiting for them to be offered. Building links for the future and be more motivated to get to where they are wanting to go which leads to a more proactive and engaged employee.

FOUNDATION TO SUSTAINABLE SUCCESS



- Intrinsic Learning
- Blended Learning
- 4 workshops
- 3months
- Extensive Workbook
- Coaching Groups
- Cross Collaboration
- Guest Speakers

Springboard Women's Development Program

Case Study - 2017

Blended Delivery

Depth of thinking is a major part of the Springboard Program, with varied learning styles and intrinsic discovery and delivery techniques. Group work within the workshops, effective tools within the workbook, group resources, coaching groups within an organisation. We also offer to build a robust network and relationships, live Guest Speakers also inspire at every workshop.

Group work is structured with exploratory techniques to challenge thinking and discover what they are after and to assist in the past with limiting thought processes to more empowering tools to move forward.

The **workbook** develops a lifetime of positive change and is a relevant tool for growth. A comprehensive 300 page book with tools and techniques to explore and develop from. Many women from past programs still use these moving forward in addition to the workshop program.

Guest Speakers cover a one hour segment with their personal and professional story, Q & A and informal networking follow. These are normally women in a higher profile role to the delegates from within and external to their industry who will inspire, are influential at changing mindsets for the women on the program to be inspired and also understand individual challenges and triumphs with key messages for development and growth. With variation of Guest Speakers there is always one or more that resonate with each individual. We ensure they have the ability to understand empathy and a useful understanding of the target industry.

Group resources give the women the opportunity to share and build a wealth of knowledge within their Springboard Community, in a safe non judgemental environment to understand the growth and power of effective networking and sharing.

Coaching Groups – within the three weeks of each program, each delegate have actions to work on, the workbook assist them to get through each stage. This builds energy, focus sessions, as well as a helping hand if anything extra transpires between the program for their own support.

What is covered at the 4 workshops

Networking

Goal Setting

Mentors

Achievements

Guest Speakers

Emotional Intelligence

Self Worth

Strengths & Weaknesses

Assertiveness

Solutions v's Problems

Visibility & Image

Career Review

Confidence



Springboard Women's Development Program

Case Study - 2017

Target Audience

The uniqueness of the Springboard Program is that its available to any women in non-management through to first line management, women from any kind of background, regardless of creed and culture. From 18 years old right through to 65 years young. We can learn from a diverse range of women in one space, all different generations, upbringings, bringing together a varied range of experience to the forum. There is open scope for who organisations send along, some like the idea of sending women from talent management pools, or coming back from maternity leave. Perhaps a manager sees potential and wants to build confidence in their staff. Particularly suited to organisations going through restructures and working with change. We embrace women coming up to retirement or starting fresh in their career, or women wanting to get serious with their career. Educated or not, the program is not an academic test. From the above you can see how this program fits into any Organisations Diversity and Inclusion Agenda.

Program support mechanisms

Throughout and post Springboard we have regular contact with our delegates, touching base through emails of inspiration. The openness of the program gives the delegates the opportunity to ask, share and request additional information or support at anytime. To enhance the longevity of development, organisations typically ask for continual training, which is available three months post program as a one day refresher. Within this program we offer new material, support and motivation to adjust and keep on track. This program is now in place in the majority of Government Agencies who provide the Springboard Program. Our clients feel this is a worthwhile future investment to having more women taking on challenges and commitment to further their opportunities. Holistically you benefit from a more driven, fulfilled and engaged employee. See staff retention increase as most individuals feel grateful for the opportunity to develop further. Gaining additional clarity of what they can offer the organisation. Driving a more engaged employee that is focussed to provide solutions and take ownership of any given situation will be a win win for all concerned.

'Springboard has created an opportunity for women across the department to network with other women and use the tools learnt to develop themselves personally and professional. The program has allowed women to increase their confidence and self-awareness which will have an enduring impact within our organisation.'

- Department Of Education NSW

About Deb Elliott

Deb is the Director of FLY Consulting a leading training and development business. She coaches, trains and facilitates in a motivating and enthusiastic way to enhance the best version of the person standing before her. Deb has a cert four in training and development and has been an accredited Springboard Women's Development Trainer for the past 4 years.

Deb has been designing, developing and delivering Development, Sales and Product services since 2004 in the Finance, Banking, Insurance Private and Government Sector in both London and Sydney for over 11 years. Deb develops over 200 women through the Springboard Women's Development Program on an annual basis.

All facilitation is provided by Deb herself, she is passionate about engaging employees, improving staff retention, developing people and exceeding client expectations in her unique fun interactive way.

More about Deb here www.flyconsulting.com.au

For any further questions, please just ask.

We pride ourselves on giving you a full comprehensive guide on the program before you decide

If it's the right fit for your staff and the organisation.



FLY CONSULTING



Thank you



Springboard Women's Development Program

Deb Elliott

