



Xplore - Services Overview 2011

Background

Xplore for Success was founded to support professional women achieve their full potential in 2002 by Diana Ryall, the year after she stepped down as Managing Director for Apple Computer Australia. In 2006, it was expanded to provide programs to all professionals (male and female) to support them to:

- achieve their potential,
- achieve their personal career goals,
- achieve their life goals.

Xplore is about people, potential, careers and life.

Why Xplore For Success?

To develop within individuals the internal motivation to take control of the framework in which they work through:

- Greater self-awareness
- Increased self-responsibility for their own success
- Stronger self-confidence
- Readiness to take initiative
- Ability to collaborate and communicate flexibly
- Stronger leadership skills

Program Offerings

Level Of Experience



Tailored services and individual coaching are offered for those at this level

Suitable for participants with at least 10 years work experience and who lead a team either directly or through a matrix structure

Suitable for participants with at least 5 years work experience with the motivation to better understand themselves, their career path and their personal goals

Suitable for participants in the first 5 years in the workplace who seek a deeper understanding of themselves and their roles

Personal Success For Professionals



Xplore - Services Overview

Xplore Programs

Programs may be conducted in-house as single or mixed gender

Executive Services	Xplore offerings for this group are tailored services and individual executive coaching.	We offer extensive coaching and support for executives in career development, leadership and organisational culture	Xplore offerings are customised to meet each individual's unique needs.
Senior Resiliency	These programs focus on leadership, team performance and other areas that are key to the success of talented senior women.	Since 2005, senior programs have been conducted in Sydney and Melbourne and include group sessions and coaching for senior executive women.	In-house programs are conducted on site.
Career Resiliency	The Career Resiliency program provides a learning journey over three months and supports self-awareness, self-confidence, communication and leadership skills as well as ways to network.	Since 2002, over 70 open programs have been conducted reaching over 1500 participants from over 100 organisations.	In-house programs are conducted on site for mixed or single gender groups nationwide.
Career Foundations	These programs target the first five years of work and are offered in-house.	Focus areas include self-awareness, working with managers, effective communication and collaboration, and self-responsibility for career development.	These programs are offered in-house for mixed or single gender groups.

Program Details

In-house programs are customised to meet your organisation's needs nationally

	Availability	Description	Attendees	Cost
Executive Services	In-house Sydney/Melbourne	Customised coaching and tailored services		
Senior Resiliency	Open or In-house Sydney/Melbourne	<ul style="list-style-type: none"> 4 x (3 hour) group sessions 4 x (1hr) one-on-one executive coaching sessions 	Max. 10	In-house \$4,000 (plus GST) per person with a minimum number of 6 participants.
Career Resiliency	In-house Sydney/Melbourne (other states additional travel costs) may be mixed	<ul style="list-style-type: none"> 7 or 8 x (3 hour) group sessions Personal and leadership DISC profiles 	Max. 12 Additional \$1000 (plus GST) up to 15	In-house \$21,000 (plus GST) for 7 sessions or \$24,000 (plus GST) for 8 sessions for 12 participants
Career Foundations	In-house As single or mixed gender	<ul style="list-style-type: none"> 4 x (3 hour) group sessions Personal DISC profile 	Max. 20	In-house \$18,000 (plus GST) for up to 20 participants

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Additional Offerings



Xplore Community

Building business networks throughout the community:

Women's Breakfasts to stimulate discussion on key issues affecting women and their careers.

Senior Managers discussion forums to talk about key issues in the areas of leading teams, career development, organisational culture, diversity and mentoring.

Xplore Executive Coaching

Building individual resiliency skills and career development.

Building career skills - the broad range of career experiences and expertise of our coaches builds confidence and career success skills through individual coaching.

Achieving personal development goals - we work with participants to provide paths and skills to achieve their personal development goals.

Return to Work - we provide coaching before, during and after maternity leave to maximise retention of women.

Career Compass - we support participants to identify their areas of interest and the next steps in their career.

Xplore services promote a greater understanding and appreciation between employee and employer.

Xplore Workshops

Our workshops are in-depth, interactive experiences covering topics such as:

Diversity Awareness - building understanding and skills that make leaders better equipped to handle diversity.

Communication - using flexible styles of communication to achieve desired outcomes in the workplace.

DISC - personality profiling to develop self-awareness of team members' preferred styles and hence allowing teams to perform more effectively.

Networking - providing the methodology to broaden networks by assessing participants' networks, evaluating the breadth and depth of these networks and building understanding of leveraging these efficiently.

Delegation & Negotiation - developing the skills to ensure effective delegation and to negotiate win-win outcomes.



Xplore - Services Overview

Xplore Consulting

Xplore offers consulting services in areas including:

- Retention and Gender Diversity Audits
- Building a plan to retain female talent
- Diversity and Engagement
- How to make the most of your talent
- Making in-house mentoring work
- Reverse mentoring

Xplore Clients include:

Ambition	ANZ	AGL
Aristocrat	Austereo	Baker & McKenzie
BOC Gases	Boston Consulting	Canon
CBA	Centrelink	Citigroup
Deloitte	Dept. of Commerce	Ericsson
Foxtel	IBM	Luxottica
KPMG	Microsoft	NAB
Origin Energy	Superpartners	Sydney Water
Telstra	Woolworths	

Xplore Team

Diana Ryall AM, Founder and Managing Director of Xplore

Diana was awarded Employer of the Year in 2000 when she was managing Director of Apple Computer in Australia. She also led the Chief Executive Women's (CEW) Mentoring/Talent Development Program from 2005 to 2008 and has been part of the CEW team to develop 'The CEO Kit' - for attracting and retaining female talent. The 'CEO Kit' has gained international interest. Since 2003 she has been on the panel for the Hewitt Best Employers selection.

Xplore Senior Associates

Xplore Senior Associates bring a wealth of organisational experience to our programs and other offerings. The strength of our Senior Associates is a key element of the success of Xplore programs.

For bios & more information visit our website: www.xplore.net.au.

Contact Xplore

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If you or your organisation needs an individual solution to your leadership, diversity or coaching development, we are happy to provide a proposal to meet your specific needs. We will tailor any of our services so please call 'Xplore for Success' on 02 9660 4526.

Xplore works in partnership with organisations to build solutions to diversity and talent development challenges.

Personal Success For Professionals

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