



## VIRTUAL ADVANCED CAREER RESILIENCE — PUBLIC PROGRAM

### About Us

Xplore for Success offers equality and inclusion programs and services to individual leaders and their teams in workplaces across Australia. We partner with individuals and leaders to enable them to clarify their purpose, accelerate their career, embrace inclusion and lead with passion. We have a nationwide network of skilled, insightful, accredited facilitators and coaches who are passionate and committed to developing and empowering your employees and organisation. Over almost 20 years we have had the privilege of supporting and inspiring over 15,000 individuals in leading organisations throughout Australia.

### Target Audience

The program has been designed for managers with around 10 years workplace experience and are ready to take the next step in their career and personal development.

### Delivery

The Virtual Advanced Career Resilience program is offered over 4 x 3-hour facilitator-lead sessions. *Optional:* 4 x 1-hour individual leadership coaching sessions.

### PROGRAM OVERVIEW

The Virtual Advanced Career Resilience program will empower and enable your senior talent to be at their best. They will learn to leverage their strengths and strengths in others. They will gain strategies to achieve authentic presence, increased resilience and ownership of their career and personal life. They will engage with mentors and sponsors to build networks, as they develop skills to enable their future success and flourishing.

Virtually delivered via Zoom as a hybrid-learning program, it combines four group sessions titled:

- **Self-awareness and Your Strengths**
- **Executive Presence and Your Brand**
- **Inclusive Leadership and Your Legacy**
- **Future Success and Your Resilience**

#### Participants will:

- become more resilient and self-aware through their strengths profile — recognise, build and leverage skills to develop and support themselves and their team
- develop a greater understanding of executive presence and create strategies to strengthen their brand
- clarify and develop their authentic inclusive leadership style and hone their leadership legacy
- consider, develop and maintain future success and resilience through self-reflection, key relationships and coaching themselves and others
- increase their resilience and have greater ownership of their career and life.

Our highly experienced facilitators and accredited coaches, who have a passion for leadership development and equality and inclusion, will guide your talent on their Virtual Advanced Career Resilience journey.

# VIRTUAL ADVANCED CAREER RESILIENCE

## The Group Sessions

- 1. Self-awareness and Your Strengths:** This session provides a solid foundation for the participants to explore themselves, their values and their goals. Developing an in-depth understanding of self provides a firm foundation for leadership development. Through the use of a profiling tool, the participants gain greater self-understanding so that they can then concentrate on the areas in which they want to focus their personal development. This enables the participants to take personal responsibility for themselves, their action and their development.
- 2. Executive Presence and Your Brand:** This session incorporates the key elements of presence including the influence of posture, appearance, body language and the use of voice and spoken words. Participants will reflect on their networks and mentors and how to strengthen these and use them to support career progression. The session will build confidence and focus on preparation of desired outcomes, and appropriate and effective presence for future success.
- 3. Inclusive Leadership and Your Legacy:** This session focuses on the important concepts that differentiate management and leadership and on the legacy that you leave as a leader. The development, portrayal and establishment of team culture are key components of the session as is developing and using a team vision to inspire success. Discussion will include how leadership can be portrayed at all levels of the organisation with and without authority. The importance of the development of individual skills, managing underperformance, effective delegation and succession planning will round out this session.
- 4. Future Success and Your Resilience:** This session will include a review of the participant's business partnerships and how to broaden and deepen them and self-coach for future success. This session will provide the foundation for participants to continue their learning and have the confidence to take the steps to achieve their career goals.

## Goals

- The participants become more self-aware through their strengths profile.
- The participants develop a clear understanding of their leadership style and are able to identify areas for further development and develop action plans.
- The participants develop a greater understanding of the importance of corporate presence and are able to apply new skills to achieve greater presence.
- The participants build skills to support and develop their team more effectively.
- The participants outline actions for their development to ensure they can implement their learning. This enables the participants to take personal responsibility for themselves, their actions and their development.

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### Just some of our clients:

