



# CATALYST WOMEN IN LEADERSHIP PROGRAM

*'Catalyst was a complete game-changer. I was inspired to stop asking permission from others and give myself the freedom to be the person I aspire to be in both my career and personal life. Before I started Catalyst, I thought I needed to change my job. Through Catalyst, I recognised I needed to change who I was in my job.'* – 2014 Catalyst participant

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## CATALYST: DEVELOPING WOMEN WHO LEAD

Catalyst is underpinned by the philosophy that leadership is a state of mind, not a position. The Program is designed for women who want to be outstanding leaders, no matter where they sit in the organisation.

Catalyst supports women to establish and achieve goals that maximise personal and professional outcomes. For some, the result is a leap up the corporate ladder, while for others it is renewed energy, effectiveness and focus in the work they already do.

## THE PROGRAM

Catalyst is structured as three two-day workshops, each a fortnight apart, with a follow-up day six months after the Program's completion. Each session focuses on how individuals will apply new knowledge and skills to achieve lasting behavioural and attitudinal changes. Experiential learning activities, group work, inspirational guest speakers, a 360 degree feedback process, peer coaching and plenty of opportunities for deep reflection ensure that participants are coaxed well out of their comfort zone, while gaining confidence in their existing capabilities and the application of new frameworks and tools.

## WHO WILL BENEFIT FROM CATALYST?

Catalyst Women in Leadership is designed for women who have at least five years work experience – and a willingness to rise to the challenges that Catalyst presents.

## WHY A WOMEN-ONLY PROGRAM?

Research indicates that all-women development programs are invaluable in supporting women to make positive changes. Many women report that they are more at ease practicing new skills in women-only environments, and, having challenged themselves in the training room, they are then better able to apply their learning in the workplace.

Women-only environments also allow participants to explore some of the social and organisational factors in career progression that are often related to gender. In so doing, they increase their ability to navigate their own careers successfully, to identify and overcome personal and professional challenges, and to take responsibility for their own growth and development.

## OUTCOMES

Women who undertake Catalyst emerge with:

- flexible and responsive communication and leadership skills
- heightened self-awareness of individual strengths and areas for development
- increased understanding of working styles, and how to navigate successful collegial relationships
- techniques to overcome self-limiting thoughts and behaviours
- skills that help build and maintain resilience
- the ability to mitigate unconscious bias in decision-making and goal-setting
- a strategic approach to career planning and management.

## THE FACILITATOR

Katheryn Curnow has built a reputation as a motivational coach and facilitator who inspires others to make lasting changes in their attitudes and behaviours. Katheryn's emphasis is always upon translating new knowledge and skills into immediate and sustainable action.

Having worked within male-dominated environments for much of her career, Katheryn has high level skills in managing the opportunities and challenges associated with women overcoming individual and structural obstacles to career progression.

