



SPRINGBOARD WOMEN'S CAREER DEVELOPMENT PROGRAM

'Springboard changed me, my life and my career in too many ways to count. No more procrastination – I'm now taking action, and my working life, relationships and wellbeing have already benefited enormously. Thank you so much ... it scares me to think where I would be without Springboard!' – Juliette, Adelaide

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SPRINGBOARD: TAKE CONTROL OF YOUR CAREER

The four days you invest in Springboard are four days that you are unlikely to forget. You will be challenged to explore what you *really* want from your career, your life and your self. You will probably think, talk and laugh more deeply than you do in your average year at work. And you will almost certainly finish Springboard *feeling, thinking and behaving* in ways that will benefit your workplace performance, relationships and future career.

Originally developed for the BBC in London, Springboard gives women in non-management roles the tools, skills and confidence to identify and achieve their career goals, big and small. Participants and their managers can expect to see significant improvements in participants':

- energy, enthusiasm and proactivity in all facets of their life and work
- self-confidence, particularly in communicating – both with themselves and with others
- ability to manage their own careers, including knowing where they want to be, and how to get there
- understanding of their own strengths, and areas for development.

Springboard is now delivered in 40 countries through a worldwide network of qualified facilitators. More than 240,000 women can attest to the significant benefits from attending Springboard, which is regularly updated.

THE PROGRAM

Springboard is delivered as four full-day workshops conducted over a 3-month period. Workshops include a variety of experiential learning activities, opportunities for individual reflection, case studies and inspiring guest speakers. A comprehensive participant workbook and coaching assist participants to continue their learning between workshops and after the Program's completion.

WHO WILL BENEFIT FROM SPRINGBOARD?

Springboard is one of the few offerings available to women who want to focus on career development rather than leadership. Its clever design ensures that it is relevant for women nearing retirement, people starting out in their careers, and those seeking career clarity.

ORGANISATIONAL BENEFITS

Global organisations that have reaped the benefits of Springboard include Accenture, HSBC Bank and Vodafone, in addition to many universities, including Cambridge and Oxford.

Improved staff retention rates. In a survey of 500 participants, 84% of respondents had a more positive attitude after completing the Program and more than 70% reported an increase in their satisfaction, contentment and motivation.

Increased workplace productivity. An astounding 93% of Springboard participants surveyed said they had taken on more responsibility as a result of Springboard.

An increase in the number of women in leadership roles. Almost 40% of survey respondents credited Springboard with a promotion or job reclassification.

Establishing support networks. Springboard creates long-term networks that motivate participants to take responsibility for their careers.

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.

