



WOMEN WHO LEED: DEVELOPING CONFIDENT, CAPABLE WOMEN LEADERS AND GENDER INCLUSIVE WORKPLACES.

At Leed Consulting, we believe that achieving gender inclusive workplaces requires a multi-faceted approach. We work with women and men at all levels of your organisation to challenge existing beliefs and practices and to explore new ways of doing and being. We know that change takes time, energy and commitment, and we provide the support and advice required to ensure that your efforts translate into tangible organisational benefits.

LEADING WITH CONFIDENCE



Our leadership programs for women equip participants with the tools to carve out their own path to leadership, and the capacity to contribute to cultural change within their workplaces.

Catalyst – based on the philosophy that leadership is an attitude, not a position, Catalyst delivers leaders who are engaged, responsive and confident. Ideal for emerging leaders, or for those looking to expand and enhance their leadership skills.

Tailored Programs – designed and delivered to meet the needs of your participants and organisation.

Group Coaching – a facilitated program in which participants share common experiences, actively explore solutions to challenging problems and hold each other – and themselves – accountable for translating their learning into behavioural change in the workplace.

REALISING POTENTIAL



Research indicates that women-only development programs are invaluable in supporting women to rise to executive levels. Many women report that they are more at ease practising 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. Our women's development programs include:

Springboard – Springboard has been growing rapidly since 1996 – more than 190,000 women in 28 countries can attest to its profound impact. Its aim is to empower women to take charge of their careers by identifying clear goals, big and/or small, and developing the skills and confidence to achieve their ambitions.

R2 Strengths Profiler Workshops – using the only strengths assessment that measures the three dimensions of performance, energy and use, workshop participants learn how to maximise their strengths for high performance, and draw on strengths to overcome weaknesses.

Resilience training – based on the PERMA model developed by Professor Martin Seligman, our resilience training promotes effective problem-solving, adaptability, positive coping and proactivity. While such skills are critical for workplace success, they are particularly valuable for women working in non-traditional industries.

GENDER INCLUSIVE ORGANISATIONS



The evidence is clear: the goal of gender equality is an imperative for any organisation interested in improving performance. Informed by international research and equipped with cutting edge tools, we will support you to translate high level strategy and good intentions into specific actions and improved business performance. Our tools for working with organisations to develop inclusive cultures include:

- Rutherford Gender Cultural Audit (sole Australian licensees)
- Dension Organisational Culture Assesments (sole South Australian licensees)
- Unconscious bias assessments and workshops (sole South Australian licensees for Psynapse Unconscious Cognition assessments)
- Inclusive leadership programs and individual coaching
- Gender equality strategy formulation and implementation

**IF YOU'RE
INTERESTED
IN GENDER
EQUALITY, WE'D
LOVE TO TALK.
T. 08 7122 4952**





WHO WE ARE

ANNA LEE

DIRECTOR



Prior to being enticed to join her brother Diarmid at Leed Consulting, Anna ran her own successful women's development consultancy for more than 6 years. During that time she worked with hundreds of South Australian women to help them take charge of their careers, primarily through two flagship programs: Catalyst Women in Leadership and Springboard Women's Career Development Program.

Anna's passion is supporting clients to implement changes that maximise professional potential, personal effectiveness, and wellbeing. However, in her work with women she soon realised that the goal of workplace gender equality will only be achieved through a combination of individual, organisational and societal change – and so her partnership with her brother Diarmid was born.

With a Masters in Professional Education and Training, Anna's emphasis is always upon translating new knowledge, skills and ways of thinking into action. She is skilled at tailoring her approach to the needs of each client, drawing on a range of evidence-based tools and techniques to deliver exceptional results. She has particular expertise in helping women overcome individual and structural obstacles to career progression, and supporting them to take full responsibility for navigating their careers.

DIARMID LEE

DIRECTOR



With both a Psychology degree and an LLB Honours degree from the University of Adelaide, Diarmid's first professional career was as a corporate lawyer, during which time he led a number of multi-million dollar merger and acquisition projects.

In 2008, keen to pursue his fascination with organisational psychology, Diarmid ventured to London and joined the JSB Group as a Senior Consultant, where he gained extensive experience in facilitating senior leadership development and organisational development projects both in the UK and across Europe. With a passion for helping clients to cultivate a culture that delivers sustainable high performance, Diarmid founded Leed Consulting on his return to Australia in 2010. Diarmid works with clients as a facilitator, coach and cultural change consultant, assisting them to optimise business and people performance at both the organisational and individual level.

Even as a teenager Diarmid was a trailblazer in challenging gender stereotypes, having been the first male counter-staff at Baker's Delight and working at the Myer Miss Shop throughout university. He believes that the key to gender equality is for women and men to work together to overcome the biases that limit people's potential, engagement and wellbeing.

SONIA HARVEY

SENIOR CONSULTANT



With significant senior leadership experience in strategy development, change management and business improvement, Sonia brings a wealth of practical knowledge and expertise to Leed Consulting's clients.

During her two decades with global oil company BP, Sonia led numerous teams and complex change projects, including initiatives aimed at increasing diversity and inclusion. Her focus on aligning individual and team development with business strategy, creates change that helps both people and organisations thrive.

Reporting directly to BP's CEO Australasia, Sonia gained invaluable insight and hands-on experience at tackling – and overcoming – business challenges at the most senior levels.

In 2014 Sonia moved into consultancy, with the aim of using her experience and skills to support other organisations in improving their workplace culture and business outcomes. Her work includes organisational reviews, culture change and leadership development in the oil and gas, retail and agricultural sectors.

KATHERYN CURNOW

SENIOR CONSULTANT



Having worked within male-dominated environments for much of her career, Katheryn has high level skills in managing the opportunities and challenges associated with embedding gender inclusion programs. With more than 10 years experience as an Organisational Development Consultant, Katheryn's specialisations include gender inclusion, workplace diversity programs and leadership coaching.

Katheryn is skilled at working with leaders to translate the abundance of research and publications relating to gender equality into meaningful action. This includes offering support to define the business case and initial strategy for gender inclusion, through to developing tailored initiatives to increase employee engagement and facilitate a change in workplace perceptions and practices.

Key achievements include playing a major role with developing a highly successful pre-employment program to increase female participation in the electro-technology industry, and developing a gender equality best practice principles guide for the SA Freight Council.