



**Executive Women Leading
Women 2005 Project**

Executive Women Leading Women 2005 Project

Aim

To provide leadership opportunities for women executives to change the culture of the organisation by actively advancing the work of the Department's Women in Leadership Strategy.

Objectives

- To facilitate eight women executives advance their own leadership skills by collaborating with their sponsor and colleagues in a supportive, action-focused project
- To assist participants to plan for the promotion of leadership opportunities and skills for women in DET
- To effect positive, short-term impacts on the cultures for which the executives are responsible
- To create evidence-based, short-term impact reports on each executive's leadership initiative.

Participants

The project is sponsored by the Deputy Director General, Schools, who will also be a participant. Expressions of Interest will be called for from women Directors in Education and Training and Managing Directors of TAFE Colleges to fill seven places in the project (See application form attached). To consolidate commitment, those selected in the first round will be given an opportunity to negotiate the project's design at the introductory session.

Timeline

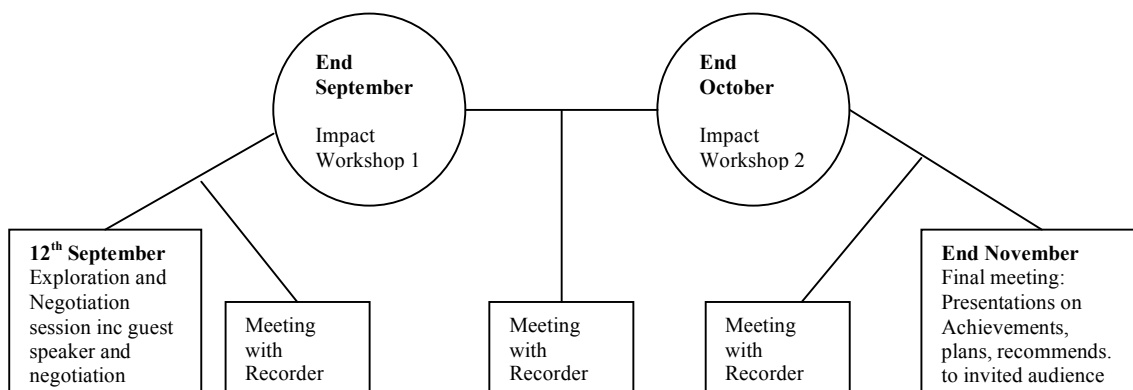
It is proposed that the project runs from September to December 2005.

Structure

The structure will be negotiated to suit participants' requirements. It is proposed, however, that participants will commit to 4 x two-hour sessions over the three month period, interspersed by 3 sessions with their impact recorder. It is expected that the 4 x two-hour sessions will comprise:

1. An introductory negotiation session, including a guest speaker
2. Two facilitated, collegial team meetings for participants to provide and receive feedback on their projects
3. A final presentation session to team members, sponsors and invited stakeholders.

A *proposed* model for the project is as follows:



Design

The project uses work-based and facilitated, team-based learning methods to enable executives to create and implement innovative leadership initiatives on the run. It will involve targeted action planning and implementation over the period of the project.

To enhance the quality of collegial discussion and feedback and to ease the workload for busy executives, each participant will be provided with the services of an impact recorder. This process will provide the reports that each executive contributes for discussion and constructive critique in the facilitated project team meetings. It also provides material for the final presentation and a record of the initiative for each executive's further use.

Participants will be assisted to source further knowledge as required through regular information input such as can be gained through IT, literature, observation of work practice and speakers.

The Centre for Research for Women (CRW) will facilitate the project. The CRW is a four-university centre that incorporates community, government and industry researchers and consultants. It holds a 12-year track record in interdisciplinary research and consultancy, with a special focus on women.

Outcomes

Leadership outcomes

With the help of their impact recorders, participants in the project will monitor and provide evidence on the extent to which they developed each of the following leadership skills:

- Provides a clearly articulated strategic direction for the worksite
- Values, respects and relates well to others
- Operates within an ethical framework
- Leads the workforce by example, developing a cooperative and collaborative team environment
- Is innovative and creative
- Inspires and influences others to share system goals
- Exercises fair and equitable judgement
- Empowers, motivates and develops people
- Establishes and maintains positive relationships and networks with a range of stakeholders and customer groups, within and external to the worksite, in order to achieve system goals.

Cultural outcomes

The cultural outcomes of the project will be evidence of:

1. Organisational growth – as identified by DET's 2004 Staff Conduct policy and the DET Performance Management policy
2. Improvement in the organisation's capacity to inquire and innovate
3. Progress in the implementation of the Promoting Women in Leadership Strategy.



Application Executive Women Leading Women 2005 Project

Closing Date: 4:00pm 25 August

Send to: Maryanne Coombs, Principal Consultant Promoting Women
Email: maryanne.coombs@det.wa.edu.au; Fax: 9264 4979; Strategic Human Resources, 2nd floor, 151
Royal Street, East Perth 6004

Name:

Position:

Worksite:

Address:

Telephone:

Mobile:

Email:

Written Statement (Total: no more than 1 A4 one-sided pages in length)

Please describe:

- ❖ Your commitment to the cultural growth of the Department demonstrated through your advocacy for the improved status of women in the organisation.
- ❖ How participation in the project will meet your professional learning needs.