

## How does this program work?

A sponsor organisation can nominate up to four employees for the program. It is a six month program requiring a commitment of approximately 5 - 6 hours per week from the participant. Ideal participants are aged between 20 and 35 who show the ability and aspiration to succeed in a leadership position. Program places are limited, so apply now to confirm your place.

### Your investment includes:

- 12 fortnightly 2 hour mentoring sessions
- 2 day induction weekend including meals and accommodation
- Tickets to the introductory breakfast and presentation events
- Involvement in a social entrepreneurship Action Project
- Follow up webinar (3 months after the program)

## Your program facilitator is Alicia Curtis

Alicia Curtis helps organisations maximise the value of their young employees. She has managed her own leadership development consultancy since 2002, working with thousands of young people aged 12 to 35 years old.

Alicia is a Professional Member of the National Speakers Association of Australia and received the Western Australia Excellence in Speaking Award in 2008. In addition, Alicia has a Masters in Leadership and Management.

Alicia herself has had a diverse range of leadership experiences including attending the first International Children's Conference on the Environment in England in 1995 when she was 12 and then going on to co-found her own Children's Conference in Perth with three other 12 year olds.

Alicia ran as an Independent candidate for the Federal Senate when she was 21 years old, being profiled on the breakfast TV show, Sunrise. Alicia polled 7th out of the 15 groups on the ballot.

Alicia is the 2010 WA State President of the National Speakers Association of Australia as well as a National Board member. She also holds the positions of National Young Representative on the National Business and Professional Women's Board of Australia and Advisory Council member of the Millennium Kids youth organisation.

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## emerging leaders program

How do you develop your future executives? What strategies do you employ to retain high potential individuals?

The Emerging Leaders program is a ground-breaking cross industry leadership program for high potential employees.

What we know is successful organisations spend more time identifying and fostering high potential leaders than others. We know people are our greatest asset, but what are you doing about it?

This Emerging Leaders program will motivate, develop and retain your future leaders. It will expose them to different people, leadership concepts and thinking.

### Some facts:

- High potential young employees are looking for:
- dynamic learning opportunities to improve their skills
  - instant and regular feedback on their abilities
  - connection with inspiring leaders

The Emerging Leaders program improves the engagement and retention of high potential young leaders by assisting them with their leadership development and networking in a practical way.

### Training leads to retaining

McCrindle Research stated in 'New generations at work' that **89.6% of Generation Y** said that they would be motivated to stay longer with an employer if they received regular training.

The Emerging Leaders Program is a unique learning opportunity for your future leaders to design their own learning agenda, participate in powerful mentoring sessions and network with the best young employees from around Perth.



## What the Emerging Leaders Program is!

- A skillfully facilitated, innovative mentoring program for emerging leaders
- Fortnightly sessions that bring together dynamic, relevant and practical learning opportunities
- A connection point between your young staff with inspiring top level leaders
- An opportunity for young employees to network with people from a range of industries
- A mastermind program which brings together young employees to overcome workplace challenges and develops practical solutions for the workplace



## What the Emerging Leaders Program is NOT!

- It's not a normal boring old training program
- It's not a set skills-training program that doesn't meet the needs of participants or the organisation
- It's not a lacklustre collection of lectures

*Stop training your leaders!  
Start training those  
who want it - your high  
potential staff*



55% OF EMERGING YOUNG LEADERS IN AUSTRALIA SAID THAT MENTORS WOULD HELP THEM SUCCEED IN THEIR LEADERSHIP RESPONSIBILITIES OR ASPIRATIONS AT WORK, FOLLOWED CLOSELY AT 45% BY THOSE WHO SAID TRAINING AND SKILL BUILDING.

THE EMERGING LEADERS PROGRAM DOES BOTH.

## IT'S THE SYNERGY OF ENERGY, COMMITMENT AND A WILLINGNESS TO EXCEL

### Program Plan

**INDUCTION WEEKEND:** This weekend provides a complete briefing of the participant's role in the program as well as the first look at their personal leadership challenges.

**FORTNIGHTLY MENTORING:** This includes lively training workshops, excursions, expert panels, case studies and a range of experiential activities.

**ONLINE LEARNING:** Participants have access to an online repository of leadership resources and will connect through online webinars to examine how they are integrating their learning into their workplace.

**ACTION PROJECT:** The social entrepreneurship Action Project gives participants the opportunity to practice their skills in a real world setting. The project teams will design and develop a project that provides a tangible benefit to the Perth community.

**SPONSOR'S INVOLVEMENT:** Sponsor organisations are formally involved in the program at three connection points; the introductory breakfast, the presentation of Action projects evening and the end of program celebration evening.

### Benefits for Emerging Leaders:

- Take your leadership to the next level with the mentoring and experiential activities.
- Be exposed to relevant leadership theories, techniques and resources to use immediately.
- Expand your professional networks with other young employees as well as senior business and community leaders.
- Make a long lasting contribution to the Perth community through the Action Project.

### Benefits for Sponsor Organisations:

- Improve your employment branding in an increasingly tight employee market.
- Advance the leadership development and retention of your high potential staff.
- Ignite the engagement and untapped hidden potential of young employees.
- Gain publicity for being involved in an innovative corporate social responsibility project.

## TURBO CHARGE THE YOUNG BRAIN POWER IN YOUR OFFICE

### Why organise an Action Project?

The Action Project will challenge participants to utilise innovative thinking and entrepreneurial principles to solve a social challenge and create positive change. They will employ a range of skills to develop their project strategy, marketing, finance and implementation, creating a safe environment to practice new skills.

### How we are different?

*Cutting Edge Research  
Tangible Outcomes  
Practical Experience  
Latest Technology  
Individualised Learning  
Exposure to Real Leaders  
Learning that is Inspiring*

A PERSONAL AND PROFESSIONAL DEVELOPMENT OPPORTUNITY LIKE NO OTHER

