

Emerging Leaders Program

UNLOCK THE POTENTIAL WITHIN & BUILD YOUR
LEADERSHIP LEGACY

EMPOWER | EQUIP | EXPAND

2023



IS YOUR BUSINESS LOOKING TO?

- Invest & provide **meaningful development opportunities** for your high-calibre female talent?
- Increase the **representation** of women in your **senior leadership** positions?
- Strengthen your **attraction of future female talent** through your demonstrated commitment to female advancement?
- Provide **opportunities for managers** to be more **effective allies and leaders** to support their female leaders achieve their career goals?

WHY TDC'S PROGRAM?

- **Evidence-based program** grounded in positive psychology, organisational & behavioural neuroscience and the latest gender diversity research
- Rated **4.9/5**, it is the **highest rated leadership program** for emerging female leaders across **Asia-Pacific**
- The program has **empowered +5,000 emerging female leaders** around the world, including an established **global online network of +30,000 leaders**
- Delivered by **expert DEI leadership consultants** with **lived experience** and understanding of **cultural nuances across Asia-Pacific**



WHY INVEST IN YOUR EMERGING FEMALE LEADERS?

INCREASED RETENTION

- The program is designed to develop women at the early to mid-level of their careers, where the highest drop-off occurs within organisations.
- Organisations benefit from increased efficiency, drive and retention as employees feel valued when their organisation invests in them.
- Typically, organisations focus and invest a lot to attract diverse talent, however, if they're unable to retain them, the cost to the business can be 2-3 times the employee's salary.

IMPROVED ATTRACTION OF HIGH-CALIBRE FEMALE TALENT

- Future female talent is attracted to the organisation due to opportunities for development.
- 76% of people believe a diverse and inclusive workplace culture is imperative for the employer they choose to work for.

GREATER ADVANCEMENT OF FEMALE LEADERS

- With emerging female talent staying longer at the organisation and being equipped with the tools to lead effectively, they are more likely to advance within the organisation, contributing to higher numbers of female senior leaders and improved female representation across all levels.



THE EMERGING LEADERS PROGRAM

We know that to retain and advance women in their rising careers, having tailored programs for their personal and professional development is pivotal in their career success. With a rapidly changing world, this is the time to be investing in the talent you have to unlock their true potential and create a culture where they really can do their best work.

The Emerging Leaders Program is a unique leadership development program for female early to mid career managers and leaders, enabling exceptional performance, behaviours and mindsets. With an evidence base in positive psychology, organisational neuroscience and behavioural research, participants are immersed in a holistic experience informed by the latest in gender diversity and inclusion research, leadership development and wellbeing principles.

Over two full day training sessions and complimentary events, the Emerging Leaders Program is for women who want to deepen their leadership capability and accelerate their transition into more confident, capable and authentic leaders. **Everything is provided for a rich and empowering learning experience singularly focused to enabling each participant to achieve their own unique vision of success.**

- Evidence based and highly interactive learning journey
- Written guides, learning materials and resources for the program (also complimentary welcome box for all participants)
- Pre and post program evaluation survey
- Cross industry development environment to allow participant connection into tightly knit peer networks
- Virtual small cohort learning groups
- Industry expert mentor coaching session
- Pre and post manager program to support the female leaders throughout and beyond
- Post program followup and networking opportunities
- The Dream Collective Emerging Leaders LinkedIn certified program graduate badge on completion

TWO-DAY PROGRAM OVERVIEW

PRE-PROGRAM

DIAGNOSTICS

- Meet & Greet (M&G) Networking Kick-Off
- Pre & Post Survey Benchmarking
- Thomas Emotional Intelligence Assessment (TEIQue)
- 180-degree Manager Feedback Loop
- Manager Support Guide

DAY ONE:

SELF-LEADERSHIP

The Evolving Landscape of Leadership & Moonshot Visioning

- Unpack the evolving landscape of women in leadership and what it means to be a successful leader today
- Learn to craft a moonshot career vision that will pull you forward, including actionable tools that will bring your vision to life

Defining Your Leadership Legacy

- Create a core set of values that is important to you personally & professional that will guide your authentic leadership
- Create a legacy & visibility strategy that you can implement to work towards your leadership legacy

Unlock Your Leadership Potential Within

- Foster your Emotional Intelligence (EQ) and Growth Mindset to unlock your leadership potential within
- Discover & conquer the inner critic that is holding you back from achieving your full potential ('is imposter syndrome even real?!')

TWO-DAY PROGRAM OVERVIEW

DAY TWO: LEADING OTHERS

Create, Lead & Contribute To High-Performing Teams

- Learn the critical equation to creating, leading & sustaining high-performance culture and teams
- Learn how to leverage your difference as a superpower to create influence & impact across all seniority levels, including holding courageous conversations

Expanding Our Strategic Network

- Learn how leaders use and create professional networks to accelerate their career moonshot vision
- Learn the difference between sponsors, mentors and allies and why sponsors are key to advancing women's career trajectories

Your Leadership Blueprint

- Take the strategies and tools learnt from the program to create a leadership blueprint that will assist you to enable lasting change in your career journey

POST-PROGRAM EXECUTIVE MENTOR NETWORKING

- We bring in an Executive industry leader to provide mentorship for the group to ground the lessons learned throughout the program in real-world experience & advice.
- Participants leave with a strong network of other participants across industries & companies.
- Invitation to our ELP Alumni Group (LinkedIn) & Alumni events for continued learning & networking

TEIQUE ASSESSMENT

The Dream Collective use **Thomas International Emotional Intelligence (TEIQue)** assessment, one of the first scientifically validated and most widely used Emotional Intelligence instruments in the world.

The Trait Emotional Intelligence Questionnaire (TEIQue - pronounced TQ) was developed, and is continually updated, by K.V. Petrides, PhD at his London Psychometric Laboratory, currently based at University College London (UCL). The TEIQue examines an individual's social and emotional strengths and weaknesses.

Respondents self-report on their life and workplace performance in 15 key areas of emotional skill that have been proven to contribute to proficiency in complex business activities such as conflict resolution and planning.

By identifying the areas that need improvement, the participant can immediately begin developing those areas. At the same time, areas where the participant excels can be leveraged to their full potential to maximise effectiveness in daily tasks.



OUR PROGRAM IMPACT



- **95%** of participants report feeling adequately **equipped with tools** to achieve leadership success
- **83%** of participants report meaningful **growth in their network**
- **80%** of **managers report noticeable improvements** in participants confidence & leadership capability



- **78%** of participants report **greater confidence, clarity of their strengths, leadership vision & barriers to it**
- **88%** of participant **retention** rate
- **70%** secure **promotion** within 6-12 months of completing the program

WHAT THEY'RE SAYING

This is an exceptional program. Engaging, interesting and full of genuinely useful frameworks and advice. Each of the participants had different reasons for attending the course and different things they wanted out of it. I think there was enough content and space in the discussion for us to get exactly what we wanted, and a whole lot that we didn't know we needed!

Customer Success Manager, Federal Government

It was a great experience being a part of the Emerging Leaders Program. The program structure gave us opportunities to connect and learn from like-minded women. There were several practical tools that were discussed to help us take charge of our careers as individuals, managers, or peers. I also uncovered personal blindspots that we have when dealing with people. I would highly recommend this program.

Senior Solution Consultant, ADOBE

Their Emerging Leaders program was very strong: a perfect blend of self-reflection, learnings, group discussions, 1:1 coaching, all connected thanks to the action-oriented framework to help you build your strategy and journey. Great facilitator and a great group. Highly recommend!

Sales Manager, GOOGLE



MAR INTAKE SYD IN PERSON	JUN INTAKE VIRTUAL	JUL INTAKE MEL IN PERSON	SEP INTAKE VIRTUAL	OCT INTAKE SYD IN PERSON
DAY 1 - 08/03 DAY 2 - 09/03 DAY 2 EVENING - GUEST MENTOR SESSION	M&G: 05/06 DAY 1 - 06/06 DAY 2 - 08/06 DAY 2 EVENING - GUEST MENTOR SESSION	DAY 1 - 05/07 DAY 2 - 06/07 DAY 2 EVENING - ALUMNI EOY NETWORKING	M&G: 04/09 DAY 1 - 05/09 DAY 2 - 07/09 DAY 2 EVENING - GUEST MENTOR SESSION	DAY 1 - 25/10 DAY 2 - 26/10 DAY 2 EVENING - ALUMNI EOY NETWORKING



Investment

- Two-day ELP Workshop
- ELP Workbook & Welcome Pack
- Emotional Intelligence (EQ) Assessment
- Leadership Development Blueprint
- Manager engagement cycle
- Invitation to our Mentor Session with Female Senior Executive
- Ongoing support as needed from The Dream Collective team
- Access to The Dream Collective's resource hub & global network
- Post-program group check-in
- Invites & access to post Alumni events

	LESS THAN 5	GROUP 6 OR MORE
IN PERSON (PER PARTICIPANT)	\$3,600	\$3,300
VIRTUAL (PER PARTICIPANT)	\$3,300	\$3,000



WHO WE ARE

The Dream Collective is a diversity, equity and inclusion (DEI) consultancy that partners with organisations to attract, retain and advance diverse talent through bespoke solutions.

With deep expertise in the APAC region, we enable organisations to evolve as quickly as the world around them and cultivate work cultures that top talent want to be in.

We transform the careers of individuals, fuel sustainable evolution of the workplace and drive societal progress towards equity.

OUR CORE SERVICES

1. TALENT ATTRACT & AMPLIFICATION

Our global database of 30,000 female talent provides us the edge to support organisations to build their talent acquisition strategy & amplify their brand to be an employer of choice for top talent

2. TRAINING, WORKSHOPS & ON-DEMAND LEARNING

Join us for our flagship 2-day Emerging Leaders Program or have us facilitate a pre-designed or bespoke workshops to build champions of DEI. This includes; Allyship, Inclusive Leadership; Resilience & Growth Mindset.

3. DIVERSITY, EQUITY & INCLUSION STRATEGIC CONSULTING

We offer tailored consulting services to clients who are seeking help with their unique DEI problem statement that requires a more nuanced approach.

TRUSTED BY LEADING ORGANISATIONS

Google

Coca-Cola

Adobe

SOCIETE
GENERALE

MUFG

aws

OK TEDI
MINING

SIEMENS
Healthineers

vmware

nano
sonics

en
enworld

cenitex

DATADOG

ERICSSON

Asahi

PayPal

NEC

Canva

salesforce

CISCO

Meta

SUNTORY

Domain

TAL

Starbucks

Spotify

new relic

Deloitte

sanofi

accenture

Bristol Myers Squibb

adidas

LVMH
MOËT HENNESSY · LOUIS VUITTON

NISSAN

DOLBY

Australian Government

Thank you.

We look forward to working with you.

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