



Springboard[®]

WOMEN'S DEVELOPMENT PROGRAMME

INTRODUCING SPRINGBOARD:

A phenomenally successful, award-winning program delivering real results for women - and their employers since 1988.

Delivered in Australia by Lisa Baker, Kaleidoscope Consulting.
www.kaleidoscopeconsulting.com.au

If you want female employees full of enthusiasm, ideas, skills, and the energy to succeed even in difficult times, offer Springboard and see them grow – and deliver tangible benefits to your organisation.



This exceptional program empowers women to do more than just identify goals that will improve their lives... it gives them the practical skills and confidence to take action and achieve those goals. It's a program that supports women to be strong, resilient, and successful in all spheres of their lives.

RESULTS YOU'LL SEE

Springboard graduates enjoy:

- increased confidence, positivity about work and life, and motivation
- improved problem-solving abilities
- greater resilience and ability to deal with change
- improved focus on challenges, issues and outcomes
- greater enthusiasm to take on more responsibilities

And your organisation will benefit from:

- a more skilled and competent workforce
- improved customer service
- hugely improved communications
- improved team behaviours
- better team work
- more internal candidates for roles with greater responsibility
- a significant contribution to your diversity, inclusion, and gender equity objectives

WHO IS SPRINGBOARD DESIGNED FOR?

- Women wanting to have better holistic management of work and personal lives
- Women starting their careers
- Women who are professionally "treading water"
- Women experiencing obstacles to achieving their life and career goals
- Women who want to boost their careers, or who are about to make an important career change
- Women who work in an organisation that is, or soon will be, making significant change.

About the Springboard program

Winner of several awards for innovation and quality, Springboard enables women to **give more and get more out of their work**.

They identify where they are going, and then develop the skills, 'can-do' attitude, and the confidence to get on with it... all valuable assets at any time, but particularly when organisations are undergoing change.

OBJECTIVES

- To equip participants with the attitude, confidence and skills required to achieve their personal and professional goals.
- To improve participants' self-awareness.
- To provide participants with practical models for goal-setting (now and in the future), as well as planning and problem-solving.
- To give participants the skills and confidence and know-how to build and nurture strong professional relationships and networks.
- To encourage participants to accept responsibility for their own development.

Over 3 months, during which time participants:

- attend 4 facilitator-led workshops each lasting one full day, and
- complete self-paced learning before and after each workshop.

LEARNING EXPERIENCES

During the workshops, participants:

- Assess their current situation in different areas of their lives
- Set goals, develop an Action Plan to achieve those goals, and determine their next steps for personal and professional development
- Explore topics to develop skills and toolkits
- Experience a range of blended learning techniques that expand their understanding and thinking (e.g. guest speakers, experiential learning, analysis, guided group activities, skills practice and network building)

GUEST SPEAKERS

Guest speakers are selected based on their presentation skills and their life stories that inspire and encourage participants. Most guest speakers are women who are practical, confident, and want to support and empower women.

So that participants understand that role models can be found everywhere, we'd look for guest speakers from your organisation for two of the workshops. They will receive a brief and we help them prepare where they may need assistance. We'll give them a brief, and help them prepare. However, if you are unable to provide anyone, we'll be able to use external guest speakers.

Before and after each workshop, participants:

- Complete sections of the 300-page workbook that introduces concepts, skills and techniques to broaden participants' knowledge and ignite their curiosity
- Research to support goals and actions
- Practice using the models, tools, and techniques introduced in the workshops
- Begin implementing their Action Plan
- Build and nurture networks
- Support each other
- Complete self-assessments



Over 230,000 women, including over 40,000 in Australia, have completed the program and made life-long changes to their careers and their lives.

TOPICS

Every Springboard program is different because of what each participant brings (different situations, needs, strengths, and goals), but all programs cover the following topics:

- Succeeding as a woman in today's world
- Identifying values and priorities – for life and work
- Building better professional and personal relationships
- Setting practical goals that stretch you
- Managing stress, and building resilience
- Improving your communication skills
- Managing change
- Leadership skills
- Improving your “visibility”, presence, and influencing skills
- Assertiveness and how it can influence and improve your life and relationships
- Improving your health and wellbeing
- Integrating work and life successfully
- Emotional management
- Career Development models and successful networking skills

We'll provide you with a general outline of the program, which we can tailor to specific needs and your organisation's values.

TAILORING SPRINGBOARD TO YOUR NEEDS

At no additional cost, we customise the content so that it aligns to your organisation's values, culture, and direction, and accommodates any specific needs and preferences (that are suitable for the program and reasonable).

We will schedule workshops according to your requirements and participants' commitments. The most common schedule is to evenly space the 4 workshops across the 3 months, or to evenly space the first 3 across the 3 months and to run the fourth workshop as a Refresher 3-6 months later.

SELECTING PARTICIPANTS

As Springboard is a personal development program, we recommend that when offering the program you enable women to self-nominate. This means they are much more likely to be self-motivated to succeed.

Springboard programs are most effective when participants are a diverse mix of ages, occupations or functions, experience, and backgrounds.

AFTER THE LAST WORKSHOP...

A key element of the program and its enduring success is that participants plan goals and actions not just for the three months of the program, but learn a sustainable set of skills and practices with the workbook as an ongoing reference.

In addition, I can offer a follow-up session with participants so that we can collectively evaluate the benefits to each participant and your organisation.

Participants from each cohort and across your organisation are encouraged to network and support each other in their ongoing development, based on Springboard's methodologies, tools, and resources.

Why run Springboard in-house?

- It's a strong demonstration of your organisation's commitment to equity, diversity, and career development.
- We can link the program to your performance development systems, and individual learning and development and performance plans.
- It maximises the potential of the female sector of your workforce, giving you a competitive advantage over organisations failing to do this.
- You'll attract more female employees, and enjoy improved retention rates of women.
- You'll benefit from the improved professional networks and relationships.
- You can include women from many different levels across your organisation, including selecting some as guest speakers.
- Your managers can support participants much more effectively, including being mentors and experiencing professional development themselves.
- Your participants can speak a common organisational language and can be more prepared to engage and participate.
- Key issues and positive options and actions can be explored and implemented, with support being provided throughout the program.

Only trainers accredited by Springboard are authorised to present the program: I have been an accredited Springboard facilitator since 1994, bringing inspiration, energy, experience, and humour to the Springboard experience.



Quality Matters!

SPRINGBOARD

In 1989, the BBC sponsored the first Springboard program, which won the Lady Platt training award for excellence in Equal Opportunity training and the prestigious U.K. National Training Award and the 'European Women of Achievement Award'.

Most notably, Springboard founders Liz Willis and Jenny Daisley both recently received an OBE from The Queen: '... for services to the Empowerment and Development of Women in the UK and Worldwide.'

All programs are guaranteed to align to your organisation's values, culture, and Equal Opportunity and Workplace Diversity policies and practices.

Springboard has developed a reputation for creativity, innovation and quality, combined with down-to-earth pragmatism and good value.

LISA BAKER

Having worked with hundreds of women on their Springboard journey over the last 20 years, my knowledge of the needs and circumstances of women and related employment issues is extensive, and I have developed the skills to support them to shine and be their best.

In addition to holding tertiary qualifications in Business and Social Science to Masters level, I have over 25 years industry experience in Human Resource and Organisation Development, including 20 years as an Executive coach, Consultant and Facilitator.

Find out more...

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Springboard clients 1995 – 2015

PRIVATE SECTOR

AGL Electricity
Australia Post
Boral Ltd
Bradmill Australia Ltd
Gillette Australia Ltd
Lantor Australia Ltd
McDonald's Corporation
Telstra Corporation
Toyota Ltd
VicRoads Authority
Westpac Banking Corporation
Commonwealth Banking Corporation

GOVERNMENT SECTOR

Bureau of Meteorology, Victoria
Commonwealth Training Group and all public sector agencies in Victoria
Dept of Justice and Attorney General - Queensland
Dept of Tourism, Small Business and Industry – Queensland
Perth Water Corporation
Powercor - Victoria
Queensland Legal Aid
Queensland Residential Tenancies Authority
Redland's Shire Council – Queensland
State Revenue Office Melbourne and Ballarat
Victoria Legal Aid
Wyndham Shire Council

EDUCATION SECTOR

Monash University
R.M.I.T.
State Directorate for School Education
Victoria University of Technology

COMMUNITY SECTOR

Early Childhood Management Services
MacKillop Family Services



“LIFE-CHANGING” PROGRAM DELIVERS A REAL RETURN ON INVESTMENT

The Springboard women’s development program has been one of our most highly regarded and well-attended programs since 2003, and participants from across the university consistently rate the program very highly: the phrase most often heard from them is “life-changing”.

Thanks to Lisa’s energy, knowledge, and high-quality facilitation, participants have achieved an extraordinary range of results, and the university has enjoyed a definite return on investment. Many managers have experienced the benefits of having staff complete Springboard, which is why they continue to recommend Lisa and Springboard to their female staff.

Julie Spencer
Manager Staff Development
Monash University

