

CONNECTION • CONFIDENCE • COURAGE



YPWA Young
Professional
Women
Australia

ACCELERATE
**LEADERSHIP DEVELOPMENT
& MENTOR PROGRAM**

www.ypwa.com.au

STORIES FROM PAST PROGRAM PARTICIPANTS



Jules Stoop,
Strategic
Communications

Kate has been instrumental in some of the hardest – and by far the most rewarding – decisions I have made in my career. When we first met I was professionally lost, my health was at an all-time low and when Kate asked “Where are you headed?,” the best response I could muster was an awkward sentence and a shrug of the shoulders.

Together we looked at my beliefs and habits around work, and Kate quickly determined that I was not in a healthy exchange with my employer.

She helped me understand that my model of ‘give more to get ahead’ was fraught and, ultimately, would not achieve my workplace, wellbeing or financial goals. It was time to change. Kate’s insight and methodology enabled me to clearly articulate my career values, plan and progression and within 9 months I had:

- Resigned and started my own consultancy
- Embedded myself in a network of female business leaders (YPWA)
- Significantly improved both my personal wellbeing and financial health
- Secured an array of challenging projects in order to learn and grow

But, the most profound change was and remains more important. My future is no longer driven or limited by habit and fear. Every step I take forward is a conscious step rooted in unshakable confidence. Kate and her Leadership Development Mentoring Program (LDMP), YPWA tribe and one-on-one mentorship have altered the course of my life.

While it’s difficult to capture the gratitude I feel in words, I hope it inspires you – especially if you’re professionally lost, trapped by self-doubt, overworking or keeping yourself small – to connect with a true expert in career and personal transformation: Kate Boorer.

You owe yourself the opportunity to meet and embrace your confident self.



Nicole Dennis,
Design and Strategy
Manager

I met Kate for the first time at the YPWA International Women’s Day event in Sydney in 2014. At the time, I was looking to progress my career and to develop my leadership skills. Before that event, I had never really understood the specific challenges that women experience in the corporate workplace. It opened my eyes to the value of the unique skills and qualities that are often so under leveraged in many of today’s workplaces.

I put my name down for the Leadership Development and Mentor program that day and I haven’t looked back. I have learned so much from Kate. She is a gifted mentor, facilitator and career coach. Her ability to not only reveal key insights into someone’s situation, but to give them the tools to do it for themselves, is profound. Her passion for inspiring women to overcome hurdles and to set goals for growth and change resonates through the YPWA community.

After graduating from the Leadership Development and Mentor program I have also attended a Confidence Workshop and participated in the Inner Circle pilot program as an Inner Circle Leader. Being part of a community of like-minded women who are committed to achieving their goals and can help you through challenges and setbacks, has been very valuable to me. Kate has created this community through her dedication to her clear vision, and her ability to leverage value from her extensive network of supporters.

Over the past 4 years I have been able to improve my confidence and transition roles from a specialist consultant, to a strategic leadership role in a start-up business. The coaching, advice and tools that Kate has given me has been critical to my success in navigating my career progression in a male dominated and competitive industry.

My favourite part about working with Kate is her honesty, no nonsense talking, clarity, and her confidence to speak the truth. If you want to take the next step in your career but are unsure you have everything you need or if you don’t yet feel confident I would recommend that you speak to Kate and join one of the YPWA programs.



**Kate Edson,
HR Manager**

I first worked with Kate in 2014 when I joined the first YPWA Leadership Development and Mentor program as a mentee. At the time, I was at a stage in my career where I didn't know what it was I wanted to do. I was looking for some support and guidance so that I could understand what direction I wanted to take. Over the course of the program I gained a better understanding of what drives me. I was able to set achievable goals which lead me to gain confidence in my ability and find my way into a career I am passionate about.

My favourite part about working with Kate is that every time I work with her I am inspired to push my limits knowing that I have the support of both her and the rest of the YPWA community.

If you are feeling lost in your career, feel there is a better job out there for you but don't know what it is or need confidence to ask for a promotion. Then I would come along to one of the YPWA Networking Events and see what it's all about. Kate has created such a wonderful supportive community.



**Emily Riddel,
Chief Financial Officer**

I first met Kate at YPWA's annual International Women's Day Conference in 2016. At the time, I was employed at an accounting firm and feeling frustrated at the lack of promotion opportunities I had, given the overly structured approach of the firm, and lack of recognition of my broader skill set. I was looking to meet similar aged successful women so that I could get an understanding of the different career paths they had walked to understand if I was wasting my time or gaining valuable experience.

Over the next 12 months, I participated in the LDMP and was also mentored by Kate. During the first three months, I was approached by a client to step up and take on the CFO role within their organisation. This was a huge promotion (3 levels higher than I was at the firm, and a significant salary increase). Kate helped me negotiate a revised package with my current firm which, while favourable, were not comparable, and I was then able to communicate a positive exit from the firm and continue a strong working relationship with them as a client going forward.

One of the most valuable parts about working with Kate has been gaining a better understanding of myself and my value, as well as meeting regularly with an amazing group of exceptional women.

I'd recommend getting involved in YPWA, and any of the associated courses Kate runs, to any woman who has a job they take seriously. The tools and mental clarity they arm you with can be used in a current situation or filed for future use. In my experience, the benefit you get from talking to like-minded women, even if they are in different industries or roles, will only enhance your ability to work through most career challenges as they arise.



**Kate O'Connell,
Organisational
Performance Consultant**

I first met/worked with Kate in early 2017. At the time, I was experiencing frustration as I had grown out of my role at the organisation I was working in and was looking to expand my network, learn from other smart women, and invest in developing myself so that I could get clarity on what was next for me in my career.

Over the next 12 months I participated in the LDMP and was coached by Kate. I could prioritise my own development, continually reflect on my goals and eventually get really clear on what was next for me which meant that I ended up with the courage to walk away from an opportunity that wasn't right for me with complete confidence that it was the right decision.

What I loved about the LDMP was the focus you end up having on yourself and your own goals, when typically, my focus has always been developing others.

Kate's direct approach and provocative questioning really forces you to be honest with yourself. I'm usually providing that for others so it was a valuable switch to be the coachee myself and be challenged by someone as experienced as Kate. She doesn't let you away with much - which is actually the best thing for you and the sign of a really good coach.

I first met with Kate when she presented on a panel for the Women in Franchising event in November 2015 as an Employee Engagement & Performance Specialist. Kate gave insights as to how you can find opportunities for growth in your career planning, business and personal development. Kate's contribution to the panel discussion around the changing landscape of work and business resonated and I connected with her style and pragmatic approach.

At the time, I was pregnant with our second baby and knew that I would benefit from her leadership and development program when the time was right. It was almost a year later that I joined the LDMP to get clear on what I liked, what I was good at and align this to my chosen career path. I was facing big decisions in my career and Kate's program was imperative to continuing to progress in the same business after seven years.

Over the program I was exposed to some confronting truths about myself, my role and my priorities. I was introduced to my mentor who was perfectly matched to provide the strategic, structural and experience required to continue to provide me with truly sound advice and who has become a confidant and inspiring role model.

The LDMP takes you on a journey of self-discovery and awareness while providing real life, tangible take outs ready to implement immediately in a cross section of business. I was able to identify the ideal role within the company that I wanted to attain, the career path in which to get there to ensure that I was providing the most value to my organisation. I have received valuable insights into my strengths and learnt to leverage these to develop and inspire my team while focussing on operational efficiencies and organisational development. Together we have achieved the results for the business by ensuring our people in leadership roles are aligned with their unique strengths.

What I loved about the LDMP was being held accountable to my development goals, realising the value of dedicating time to get clear about those goals and find the right balance about what is important to me.

If you are unsure of where you are heading, or even how you got to where you are now, Kate and her amazing leadership development and mentor program will help you get clear on exactly what you like and what you are good at and how that can help you be successful in your current organisation or support you in transitioning to a new career.



**Wendy Donaldson,
General Manager**



PROGRAM DETAILS



Hi

My name is Kate Boorer, Founder & CEO of Young Professional Women Australia (YPWA).

We help successful women in the early-mid stages of their career who are feeling stuck, undervalued and are wanting to accelerate their results in career and life.

We help them get clear about what they want when it comes to career and life, develop a plan to make it happen and support them to step up and create the life they deserve, doing what they love, earning what they are worth.

Over the last 5 years we have worked with hundreds of Australian women. If you want to take control of your career and life and know you need some help please get in touch with our team to see if Accelerate is right for you.

Kate

The next generation of leaders are choosing to do things differently; accustomed to an unpredictable, disruptive and sometimes chaotic world, they are looking for opportunities to work in purpose-led organisations that provide autonomy, opportunity and the freedom to work where and when they want.

At **Young Professional Women Australia** we are committed to helping female professionals achieve their career goals, leadership and salary aspirations. We recognise that mentoring and networking are essential strategies to support this progression and have designed a development program to enable this to happen.

The 12 month program provides **coaching, training and mentoring** that allows each participant to develop their leadership capabilities as well as build collaborative relationships and networks.

PROGRAM FORMAT

Individual Coaching

A **90-minute kick off coaching session** will build momentum quickly to streamline your focus and lock down core goals that will be the focus of your ACCELERATE experience.

Kate and the team are on hand to support you personally throughout the program with regular group and individual coaching opportunities and our 24/7 members only Facebook group. Each week, time is blocked out exclusively for participants of ACCELERATE to book into an individual power coaching session. Designed to be short and sharp coaching interventions, these 20-minute phone conversations will give you just in time support through any challenges that are present in context of career / life as you pursue your goals.

Group Support

3 face-to-face group sessions will give you the opportunity to connect with other participants, reflect on progress to date and refocus your attention. Targeted development work is completed in response to key challenges and feedback which is built on throughout the program.

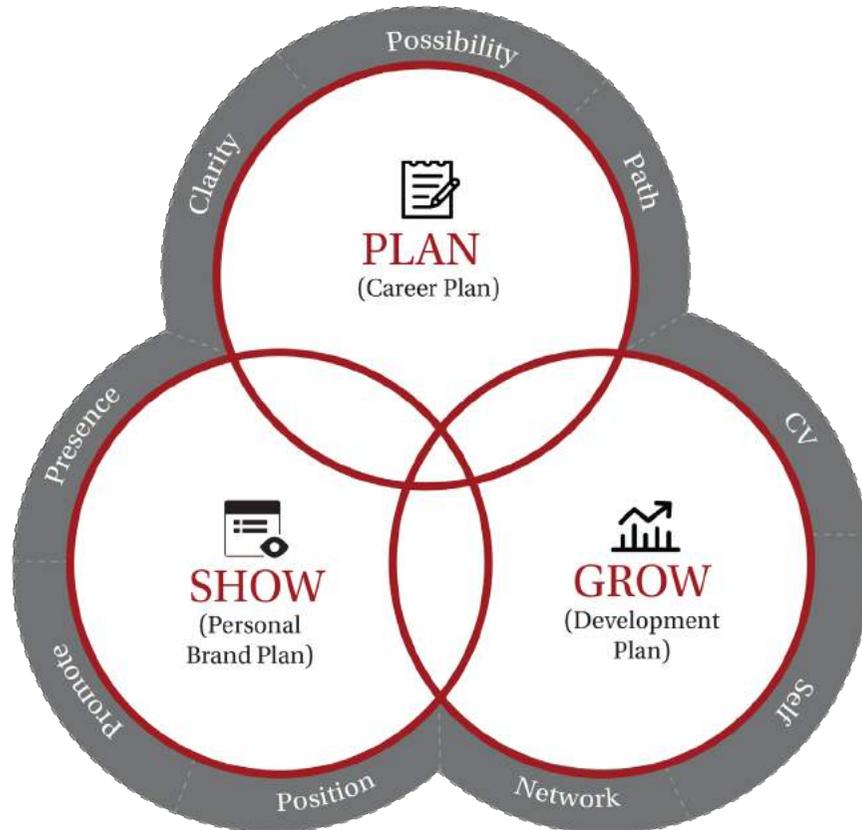
Peers and Mentors - Crucial to career success is the ability to develop a strong peer and mentor support network. Over the course of the program, you are supported to **activate this network** and share the program experience with an ACCELERATE peer who will become a trusted colleague and supporter throughout the 12 months and beyond.

Resources

Over the course of the program you will have access to video tutorials, workbook activities and various resources that will help you to achieve your goals. Topics covered include career planning, personal brand, high performance mindset, effective communication, giving feedback and managing conflict.

PROGRAM MAP

We are all about results. We believe clarity creates confidence, which in turn gives us the courage to ask for what we want and need to grow. We focus on three main aspects:



PLAN - Career Plan

First, we help you clarify what your goals are. Clarity opens up possibilities and makes it easier to understand what pathways will take you toward success.

“
When you don't have a vision or a plan for the future, your mind has no choice but to dwell in the past.
”
Dr. Steve Maraboli

GROW - Development Plan

Continuous learning is essential to navigating the future of work. Clear on your direction, we set about identifying the skills, capabilities and experiences needed to support you personally and professionally to achieve your goals now and into the future.

“
The only person you are destined to become is the person you decide to be.
”
Ralph Waldo Emerson

SHOW - Personal Brand Plan

What do you want to be known for and who do you need to be known by? Getting clear on these two questions and then implementing a strategy that supports the growth of a strong personal brand and network is now a crucial part of achieving career goals.

“
Show up in every single moment like you're meant to be there.
”
Marie Forleo

RESULTS

The Starting Point

The women who entered this program had leadership capabilities or demonstrated potential for them. They came from different industries and experience levels, all wanting to enrich their skill-sets to become better leaders and high performing professionals.

Negative self-talk, low self-belief, uncertainty, fear of compromising work/life balance, hesitancy towards change, and wavering confidence to ask for exactly what they wanted in their workplaces, were attributes that nearly every woman shared.

“I was in search for a program that could help me to clarify my directions and provide objective mentoring.”

“I felt the more I progressed into senior roles, the less training was made available and if I didn’t keep learning I would not continue to be an effective leader.”

Consequently, some of our participants’ goals were:

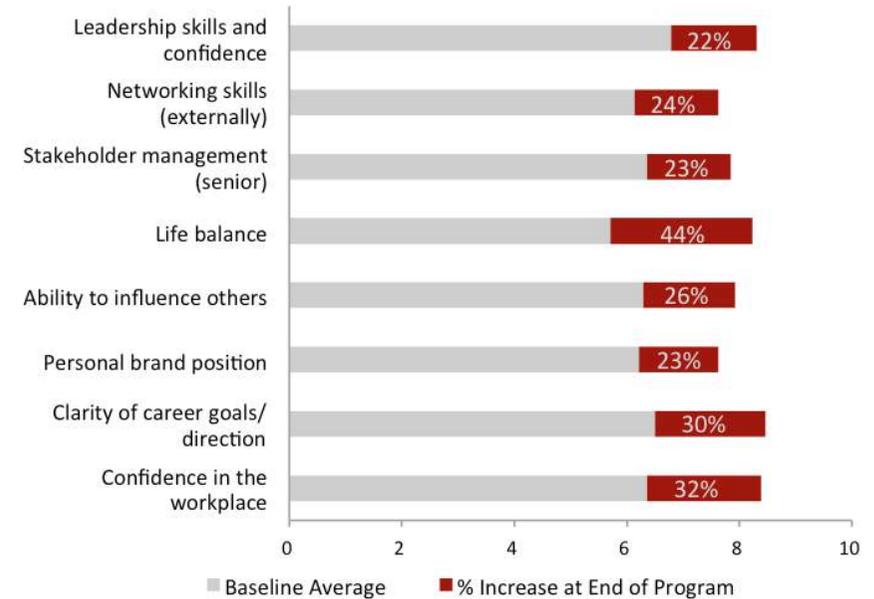
“Balance work/life; measure expectations of self; confidence to push back & set boundaries; Get clear about my goals and set them for work and life.”

“I want to learn how to be a good leader. I want to be able to mentor and inspire my team members and promote teamwork and collaboration.”

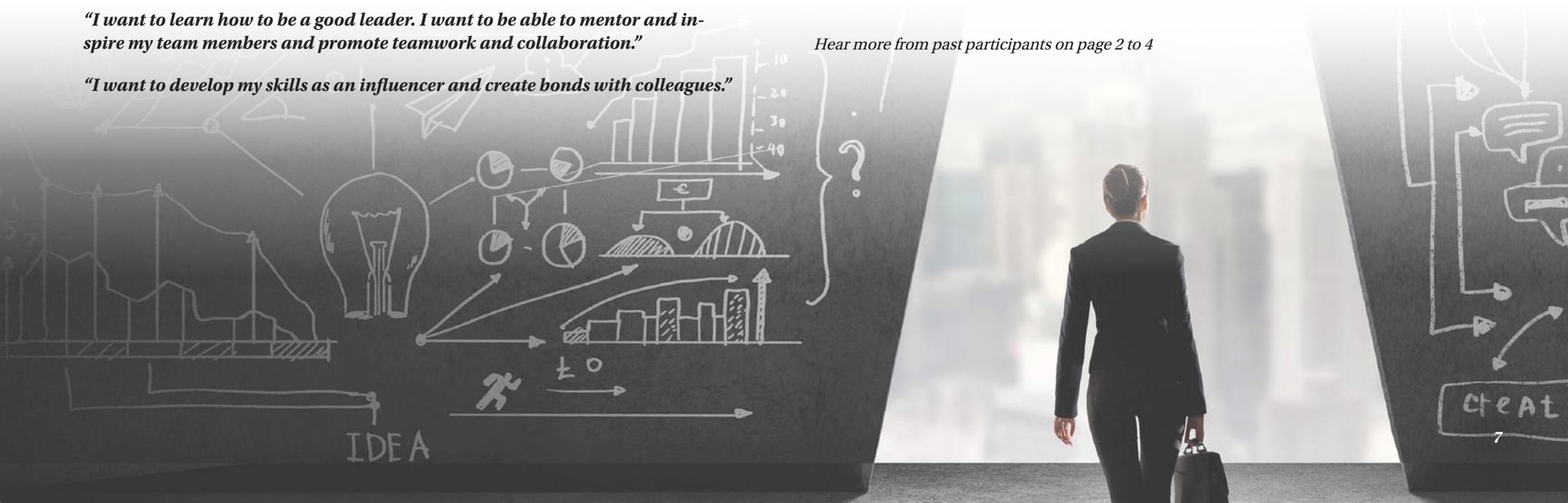
“I want to develop my skills as an influencer and create bonds with colleagues.”

Results

Over the program participants were asked to rank their perceived capability across several areas on a scale of 1-10 (1 being no capability and 10 being 100% capability).



Hear more from past participants on page 2 to 4



FAQ

Who is the program for?

Professional Career-Driven Women with ambitious aspirations and a minimum of 5-7 years of experience. If you are not sure if you fit the bill, get in touch [info@ypwa.com.au] and we can explore whether the program is right for you.

How does the program work?

To get you started we conduct a 4-week intensive on-boarding process that will include an individual coaching session together with a bunch of other processes and tools to get you clear about where you are going and what you want to achieve. To make sure you are supported throughout your journey, we pair you with a peer who is also on the program and support you to develop relationships with a least 1 mentor throughout the course of the program. We have developed a series of video tutorials and workbook activities to go through at your own pace and refer to them throughout the program in the group development and coaching sessions.

How many hours a week will I need to make the most of my ACCELERATE experience?

We want you to succeed and get the most out of this program. We ask for you to commit to approximately 1 hour a week over the program to do the exercises, join in on the group coaching live webinars, talk to your mentor(s) and learn from your peers in the online community. The program is held outside of normal work hours.

Where are the face to face one day Intensives held?

The one day Intensives are held throughout the year in Sydney, Melbourne and Brisbane normally in March, June and November.

How do I enrol?

To enrol, you can either send us a filled in Expression of Interest (find it in the end of this document) or book a short complimentary Career Clarity Session with us [<https://ypwa.claritycall.youcanbook.me/>] to determine if we can help you.

How much does it cost?

The cost of the program is \$3,997. Many participants fund their own program experience* but some approach their employers to provide sponsorship. Talk to us [<https://ypwa.claritycall.youcanbook.me/>] if you would like some tips on how to approach this conversation with your employer.

*For those that are self-funding, we offer a flexible payment schedule.

Is there a money back guarantee?

We have a 30 day, love it or leave it policy. That means you can attend the kick off coaching session and complete the on-boarding process and decide if it's right for you. As long as you attend all the sessions and do the work, we will refund 100% of your payment if you decide that the program isn't for you.

When can I start?

Formal intakes are conducted a few times a year, however participants are able to commence the program at any time they choose.



ABOUT KATE

• SPEAKER • MENTOR • FACILITATOR

Kate is one of Australia's leading experts on **career, confidence and personal brand**. She is a sought-after speaker mentor and facilitator who helps CEO's, leaders and professional women achieve commercial, professional and personal success. Her strong **corporate experience and financial acumen** combined with years of working as a consultant, facilitator and coach provide a unique blend of skills and experience that **guarantees practical and commercial outcomes** for her clients.

Having worked in senior finance and leadership roles, Kate understands the complexity and dynamics at play in large organizations as well as the unwavering need for commercial outcomes. As a **facilitator and systemic practitioner**, Kate can help you explore these dynamics within your organisation and provide insight and advice about how you can achieve cultural change that aligns with the future of work and your organisations goals and strategy.

Living her own passions and **driving change 'one woman at a time'**, Kate is also a **mentor**, helping **female leaders** (both experienced and emerging) get clarity about their careers, have the confidence to ask for what they want and position themselves for success. Known for her direct and honest approach, Kate pushes her clients to step out of their comfort zone, challenge the status quo and drive change for themselves and within their organisations.

Kate's an active thought leader and advocate for gender equality and **founder of Young Professional Women Australia** – an organisation with a collective voice of more than 4,000 members committed to supporting the progression of professional women in their early-mid career. For over 5 years the organization has provided free advice, education and networking events as well as professional development programs that empower and inspire women to challenge the rules, ultimately becoming role models and change makers in their organizations.

Kate has **worked with** some of Australia's largest brands including KPMG, NSW Treasury, BDO, Family & Community Services (FACS), Intercontinental Hotels Group, Pfizer, Link Housing, Evolution Mining, Bluescope Steel, Healthshare, Veolia and Fairfax Media

QUICK FACTS ABOUT KATE:

- > 20 years of corporate experience in consulting and leadership roles
- > Contributor to many leading publications including Womens Agenda, HR Daily, Smart Company, HRM Online, HR Monthly, Sydney Morning Herald, Marie Claire, BRW
- > 12,000 LinkedIn followers read her unique and thought provoking content online
- > Panelist and speaker at various forums for Chartered Accountants Australia New Zealand, Australian Graduate Employers Association, The Department of Primary Industries, Young Lawyers NSW, Women in Digital Leadership, Kaplan Education, IPAA NSW, Institute of Managers & Leaders (formerly AIM), CEO Institute & Women in Franchising.
- > Systems Dynamics and Organisational Constellations Practitioner
- > Social + Emotional Intelligence Trainer
- > Member & Chair (2017) NSW Regional Council, Institute of Chartered Accountants Australia (Qualified Chartered Accountant)

EXPRESSION OF INTEREST:

Contact Information

Name	
Title / Position	
Organisation	
Contact Number	
E-Mail Address	

Interests

Tell us in which areas you are interested in developing

- Build Confidence and Resilience
- Career Development / Advancement
- Enhance Relationships and Networks
- Brand Development / Raise Profile
- Leadership Skills & Capability Development
- Increase Self-Awareness (EQ)
- Communication and Presentation Skills

Specific Questions or Comments

Please share any specific questions or comment you have below:

***Thank you for completing this expression of interest form.
Please email to info@ypwa.com.au and one of the team will
be in contact to discuss your application.***

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