



MANAGERS' BRIEFING SESSION

(FOR MANAGERS OF THE
'WOMEN AT WORK PROGRAM' PARTICIPANTS)

**Developed and Presented by
Anneli Blundell**

YOUR WORKSHOP FACILITATOR



Anneli Blundell People Whisperer

- Professional People Whisperer
- Skilled parallel parker
- Running, salsa and roller-blading addict

As a professional People Whisperer, Anneli has been working with leaders and teams to improve their communication and interpersonal intelligence for almost a decade. She brings to her clients a recognised expertise in the field of below conscious communication and motivation and is obsessed with decoding people and performance dynamics for improved results.

Anneli assists companies to diagnose performance barriers and devise interventions to leverage the full potential of the organisations' leaders and their teams.

She is an accomplished speaker, leadership trainer and the co-author of two books on decoding human behaviour (to assist coaches and facilitators). Her latest book, *Developing Direct Reports: Taking the guesswork out of leading leaders*, is a practical leader's guide for developing performance at work. She is currently working on her next book: 'Decoding Resistance: The real reason people won't do what you want'.

Anneli's flagship leadership program for young professionals was a recent finalist in the **2014 LearnX Awards**. She was also a delighted finalist in the **2010 Coach of the Year Awards** for ANZI Coaching and was awarded the designation of **Master Coach** in 2012.

Introduction

Context

- Why this program?
- Why now?
- What are you noticing around this topic?

Content

- What constitutes the full program?
- What's covered in the masterclass?
- What outcomes are expected?

Commitment

- What's your role in supporting success?
- Why does your support matter?
- What actions will accelerate the results?

Today's roadmap

- Understand **why** your organisation is investing in this program and what that means for you
- Understand the critical **role** you play as the line manager in making or breaking performance of your staff, in particular when it comes to embedding learning from a training program
- Have an **overview** of what the participants cover so you know what to expect when they return
- Have a clear **plan** for how to support your team member in 3 simple steps
- Are **committed** to supporting their success

"Women will not be able to undo debilitating, ingrained cultural biases on their own. And there's no reason why they should have to. This isn't just their problem. This is an economic problem. We need the talent of all our people – to bring that which only they can bring – to solve old problems with new ideas or, to come up with entirely new solutions. This will not happen if we leave a huge swath of talent out of the boardroom – and out of our benefit."

- N. Merchant, Harvard Business Review

Context



1. Companies with a larger number of senior women produce **better financial performance**
2. Boards with more women are **more ethical**
3. Companies with more women on executive committees bring in **more revenue**
4. Having equal numbers of men and women in a group **lifts the collective IQ**



More senior women = better business results



Diversity drives performance



Program is **not** about:

- Us against them
- Blaming women or men
- Theory over application
- Turning women into men

What's covered?



Program **is** about:

- Getting clear on value
- Understanding backlash
- Building flexibility
- Personalising roadmap
- Shifting the conversation

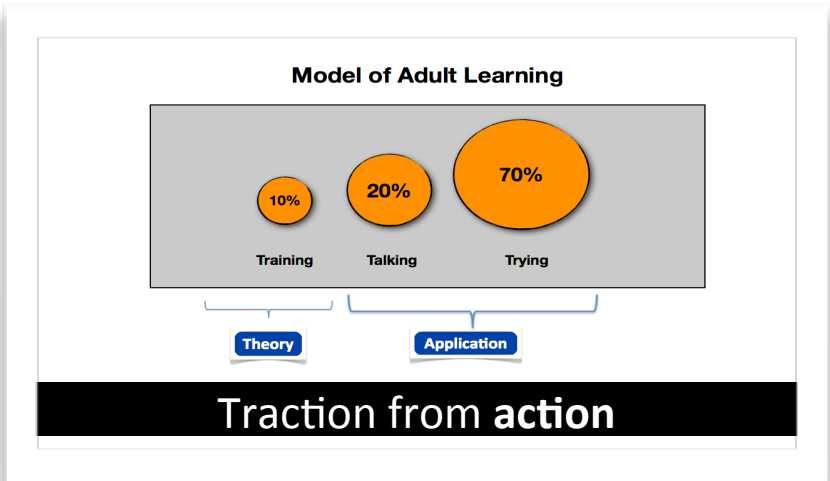
What's covered?

Commitment




70%

of training fails due to the application environment (ASTD)



What can you do?



1.

Have regular conversations


A photograph showing two business professionals, a woman in a dark suit and a man in a dark suit, standing and talking. The woman is holding a red folder. They are both looking towards each other, suggesting a conversation.



2.

Provide practice opportunities

A photograph of a business meeting. A woman in a dark suit is smiling and clapping her hands. Other people in business attire are visible in the background, also clapping.



3.

Be their advocate

A photograph of a hand pointing to the fourth star in a row of four yellow stars on a dark blue background. The hand is wearing a dark red sleeve.

If you aren't actively including,
you are probably accidentally
excluding."

Heidi Grant, Ph.D

AnneliBlundell
people whisperer



Thank you

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Managers' Briefing



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