

RISE PROGRAM

4 MONTH PROGRAM
INFORMATION GUIDE 2022

**COMMAND
RESPECT, STAY
DRIVEN AND GET
PROMOTED**

*Designed for
talented females
who want to own
and accelerate
their career*



GILLIAN FOX GROUP
LEADING WOMEN'S CAREER ADVANCEMENT

Program Details

The RISE Program is an achievable four-month intensive career and leadership training program with a focus on personal coaching.

The program aims to empower women to take their careers into their own hands. It teaches participants invaluable skills and strategies so they can continue managing and progressing their careers beyond the program.

This program is designed for both current and aspiring women leaders, across all industries and business functions. Typically, you'll be aged 30-45 years with a strong focus on accelerating your career. You are looking for the chance to build on critical skills in order to grow and navigate the challenges and gender biases facing female leaders.

The program will drive real results by putting in place a personalised career plan to take you where you want to go. You'll be working directly with some of the top women in Australian business (former directors) to identify your strengths and areas for improvement.

This is a unique career program. It is an open conversation and tailored to your specific challenges. Depending on your individual needs, you will learn the following:

- **How to communicate powerfully** and overcome any fear of speaking up.
- **The right ways to build relationships** with mentors and sponsors.
- **How to get strong support** from your manager and stakeholders
- **Ways to initiate** and manage difficult conversations.
- **How to excel at work** without sacrificing a full home life.

PROGRAM FORMAT

RISE is a lot more than a development program. It's inspirational and will change the way you see your career and what you're capable of achieving.

Through a combination of group workshops, an inspiring guest speaker, exercises and in-depth individual coaching sessions with an expert career coach, you'll gain the knowledge, skills and motivation to overcome your challenges and step up in your career with confidence.

You'll also create a network of incredible, like-minded women who you can confide in and rely on in the months and years to come.

At the end of the program, you'll walk away with a clear plan outlining the practical steps you need to take to reach your career goals.

The group workshop sets the agenda and goals for the program. We discuss what you'll achieve over the four-month program, as well as the key tools to ensure success. The workshop is full of tools and practical information to excite and inspire your career possibilities.

The two individual coaching sessions are designed to help identify your unique strengths and areas for improvement. You will be paired with an experienced coach to help you articulate your goals and develop a plan for your career advancement. The coaching is what sets RISE apart from other career programs. For many participants, it's their absolute favourite part.

Additional group sessions where you'll come together to hear from an accomplished guest speaker, learn new career tools and work with other participants to discuss key learnings and takeaways.

Career development/growth plan you'll leave the program with a physical plan to guide your advancement for right now, as well as the year ahead. This document drives real results, giving you a firm plan of attack to reach your goals and win your next promotion.

May 2022

Sydney Program Schedule



| Date and Time | Session | Location | Notes |
|--|---------------------------------|---|--|
| Tuesday, 31 May 2022 9:00AM - 12.00PM | Group workshop | Via Zoom or in person at a location in the Sydney CBD | All participants to join |
| 4 July - 22 July 2022 | Executive coaching session 1 | Online via Zoom or similar | You will be allocated a one hour session on one of these dates |
| Tuesday, 2 August 2022 9:00AM - 12.00PM | Group workshop | Online via Zoom or similar | All participants |
| 29 August - 16 September 2022 | Executive coaching session 2 | Online via Zoom or similar | You will be allocated a one hour session on one of these dates |
| Thursday, 29 September 22 9.00AM -12.00PM | Group workshop | Online via Zoom or similar | All participants to attend |

Key Topics Covered



➔ Identifying key growth areas

We'll work through the specific barriers keeping you from your next promotion. These may include:

- Improving how you communicate your value to the organisation.
- Improving your senior stakeholder management.
- Focusing on your strategic 'nouns'.
- Building your technical knowledge and skills.
- Managing your performance in high pressure situations.

➔ Increasing day-to-day resilience

Building resilience and confidence are two of the most common barriers for female leaders. During the program we'll focus on:

- Building the confidence to be assertive and decisive.
- Dealing with difficult stakeholders.
- Speaking with command and authority.
- How to get support from the people around you.
- Ways to stay driven whilst managing office politics.

➔ Finding the right mentors and sponsors

We'll address everything you need to find great mentors and sponsors for the rest of your career. We'll look at:

- The differences between a mentor and a sponsor.
- How to find a mentor who understands your personal life and work environment.
- Why both mentors and sponsors are critical for female leaders.
- Ways to schedule effective, frequent meetings with mentors and sponsors.
- The most compelling way to approach a new mentor or sponsor.

➔ Articulating your career goals

To get to where you want to be, it's critically important that you can articulate your goals in a compelling way to managers and stakeholders.

- Presenting your accomplishments and contribution to the business.
- Making your value visible and truly understood.
- Articulating your future career vision.
- Getting sponsorship and support.

Student Success Stories



"I can't recommend this program enough. There is so much unwritten, unspoken, unsaid, that you really need to know and sometimes, you won't get it from the people you work with or your friends or family. You also need to ask the right questions to solicit the right feedback. This course made a dynamic change to my outlook professionally and personally and I'd highly recommend to anyone looking for career advancement or to just break out of the rut and learn how to approach things differently."

RESEARCH MANAGER, CITY OF PARRAMATTA



"The RISE program has been an amazing opportunity to self-reflect about where I am, where I have come from and where I am going. RISE has helped figure out how to get there and provided the tools, strategies and thinking to assist. Thank you for all the work you put into the program and for empowering women in their lives and careers."

ENGAGEMENT & CSR PROJECT MANAGER, SBS



"The work you do building networks and contacts can have a great impact on your career. During the program I received a promotion due to the influence of one of my sponsors and his ability to see my potential and pass this on to top management. I received another promotion recently due to an offshore sponsor suggesting me for a new position. The work you do building networks and contacts can have a great impact on your career."

HEAD OF FINANCIAL PLANNING & ANALYSIS, METLIFE



"Gillian is a passionate, dedicated advocate for professional women. The RISE program really crystallised what the future could look like, and concrete steps to get there."

DIRECTOR INSTITUTIONAL, ANZ



"The program helped me truly understand the importance of resilience, assertiveness and influence in business. As a result, I have built, developed and maintained a network of senior sponsors who've ultimately helped me secure two promotions since completing the program."

HEAD OF EDITORIAL & NATIVE CONTENT, OOH! MEDIA



"This program really provided me with direction and actionable steps to take, in order to build the next stage of my career."

LEGAL MANAGER & COMPANY SECRETARY, VIACOMCBS

Frequently Asked Questions

ABOUT THE PROGRAM

HOW IS THIS PROGRAM DIFFERENT TO OTHER CAREER PROGRAMS?

This program is designed specifically for talented women who value their career. It deals only with the challenges that women face in the workplace when striving for their next promotion, finding sponsorship, improving senior stakeholder management or simply making their value more visible. Unlike other courses, we won't leave you to go it alone. You'll get supportive coaching so you can ask all your questions and get tailored advice, with individual recommendations provided at the two private coaching sessions.

WHO ARE THE GUEST SPEAKERS?

The program format includes a highly successful guest speaker. The speaker is a seasoned female senior executive, who is either leading a division or entire organisation. They are passionate about helping women advance and want to inspire you to be your best. They share insights, personal experiences, war stories and incredible tips that will all contribute to your success.

WHAT HAPPENS IN THE COACHING SESSIONS? DO I NEED TO PREPARE ANYTHING?

Ahead of your first coaching session, there's a comprehensive career questionnaire (that we ask you to fill out honestly). In the sessions we'll work through the answers and build an understanding of your career strengths and weaknesses, as well as building a foundation for your career plan.

WHAT IS THE COMMITMENT OUTSIDE THE WORKSHOP COACHING SESSIONS?

Through the program you may be expected to do 90 minutes of 'extension' work each month. This work will benefit your current job and will typically involve research and speaking to others in your organisation.

WHO RUNS THIS PROGRAM?

The program is designed and facilitated by Gillian Fox. Gillian is an accomplished female leader and has worked as a senior executive at both News Corp and

Pacific Magazines, where she managed over 100 employees.

HOW OFTEN DOES THE PROGRAM RUN?

The RISE Program currently runs three times per year. We run RISE as a small group to give you a high level of personal attention, so there are limited spots available. You can join the waitlist now, so you don't miss out on the next program. It's time to go all in and create the career you've always wanted.

WHERE IS THE PROGRAM HELD?

The first workshop is a hybrid event. Participants have the choice of attending in person at a Sydney CBD venue or remotely. We find most people choose to attend in person. Our technology and workshop approach ensures an inclusive experience for everyone. The executive coaching and other group sessions will be delivered remotely.

HOW MANY PEOPLE ATTEND THE PROGRAM?

While many public courses have hundreds of participants in a cohort, the RISE programs caps its participant numbers at 30 women in any course. This is so we can provide effective, and personal attention to every woman attending the program.

DO I GET TO PICK THE DATES FOR MY EXECUTIVE COACHING SESSIONS?

Unfortunately not. You will be allocated a set date and time for your sessions, but you are able to swap sessions with other participants.

HOW LONG ARE THE SESSIONS?

The group sessions are 3 hours in duration, while the individual executive coaching sessions are one hour each.

CAN I CONTINUE COACHING BEYOND THE PROGRAM?

If you get to the end of the program and feel you would benefit from additional one-one-coaching, please get in touch and we can design a personalised executive coaching program for you.

Frequently Asked Questions

GAINING APPROVAL TO ATTEND

I'M KEEN TO ENROL. HOW DO I SELL IT TO MY MANAGER?

In 95% of cases, your employer will pay for you to attend the RISE Program. As a first step you should sit down with your manager to discuss the program.

WHAT IF I CAN'T GET SUPPORT FROM MY MANAGER?

We suggest you speak to both your direct manager and HR about the alternative ways the company may be able to support you attending the program. If there's no way your employer will fund the program, you can always choose to pay program costs personally.

PAYMENT AND LOGISTICS

HOW MUCH DOES THE PROGRAM COST?

The fully inclusive cost of participating in the program is \$2,600.00 plus GST.

I'M INTERESTED IN ENROLLING IN THE RISE PROGRAM, HOW DO I REGISTER?

Please head to the RISE Program page www.yourbrilliantcareer.com.au/rise-program to register.

HOW DOES PAYMENT WORK?

We accept online payment by MasterCard, Visa, and American Express. You will be required to provide full payment at the time of enrolment. A receipt will be issued upon payment.

IS THERE A MONEY BACK GUARANTEE?

You receive a 30-day, money-back guarantee when you start the RISE Program. That means you can attend the workshop and first coaching session and decide if it's right for you. As long as you attend all sessions and do the work, we will refund 100% of your payment if you decide that the program isn't right for you.

WHAT HAPPENS IF I NEED TO CANCEL?

We offer a full refund of registration fee with more than 28 days' notice. 50% refund of registration fee with 14 to 28 days' notice. No refund of registration fee with less than 13 days' notice.

You may register a colleague or friend as your substitute at no extra cost if you notify us at least 5 business days before the program.

If you do not attend and do not make prior arrangements with us to cancel your registration or transfer it to a substitute, you will be charged 100% of the registration fee.

WHAT IF I MISS A SESSION?

We understand that things happen last minute. We record all the group sessions, so you will be able to catch up on all the content and materials with ease. Should you be away for the scheduled coaching session, we will do our best to accommodate you with an alternative session.

CAN YOU GUARANTEE I'LL GET A PROMOTION IF I SIGN UP TO THIS PROGRAM?

Unfortunately not. The program is designed to help you identify your current roadblocks and arm you with the tools and strategies required to advance your career.

Meet Gillian Fox

RISE PROGRAM



Gillian Fox, RISE Program founder and coach lead, doesn't just talk the talk, she's walked the walk.

Gillian has enjoyed a successful career as both a senior executive and entrepreneur and knows exactly what it takes to climb the corporate ranks. Throughout her almost two decades in the corporate world, she was a senior executive at both News Corp and Pacific Magazines, where she managed over 100 employees, as well as leadership development and strategy.

Gillian has worked hard to get ahead and is now passionate about showing female leaders the steps and strategies required to forge their own paths. She founded the Gillian Fox Group to teach women how to command respect, stay driven and get promoted.

The RISE Program builds on Gillian's career experience, leading academic research, as well as a number of incredible, well-respected female leaders.

Through the RISE Program, Gillian's contagious passion and action-focused "roll your sleeves up approach" has helped countless women secure promotions and find their voice in their organisations.