



LEADERSHIPWA



# RISING LEADERSHIP PROGRAM

CREATING COURAGEOUS LEADERS





## **ORGANISATIONS AND SOCIETY ARE CHANGING RAPIDLY. LEADERS NEED TO EVOLVE AND ADAPT TO THRIVE AND LEAD THEIR TEAMS IN A PRODUCTIVE, INSPIRATIONAL AND HEALTHY WAY.**

The Rising Leadership Program is aimed at emerging to mid-career professionals and leaders from all sectors and industries, seeking to become authentic, courageous, effective and connected leaders in the workplace.

Participation in the Program will support you to fulfil your personal potential and growth. You will be part of a carefully selected group of participants. Cohort curation is a key point of difference in Leadership WA programs, with each cohort comprised of leaders from across the private, government and not-for-profit sectors, ensuring diversity of experience and perspectives.

During your Rising journey you will build on your existing knowledge and cultivate the skills that all leaders need to successfully navigate the challenges in their organisations, now and into the future.





# PROGRAM OVERVIEW

Structured around a series of 12 expertly designed and immersive Experience Days, held across six months, Rising delivers a blend of:

- In-depth exploration into the facets of courageous leadership
- Robust self-reflection and self-discovery skills
- Learning through engagement with diverse West Australian leaders and industries
- Dynamically structured group discussions
- Strengths-based peer mentoring and coaching
- Discussion of topical leadership issues within a Western Australian and global context
- Collaborative work on a Community Impact Project

Throughout the Program you are guided by one of Leadership WA's dedicated Leadership Development Managers, who create and shape each Experience Day around the participants in the cohort and a leadership theme.

The psychometric analysis tool HBDI® is used as a key Program resource. HBDI® is designed to enable you to better understand how you communicate with those who think the same as you and those who think differently to you. This leads to improved teamwork, leadership, client relationships, creativity, problem-solving and greater personal and interpersonal development.

## THE POWER OF EXPERIENTIAL LEARNING

Cohort-based learning is experiential by design. Rising offers a collaborative and community approach to understanding. Our participants advance together in a safe and inclusive space, using personal and collective learning designed to challenge thinking and develop curiosity, while engaging in robust reflection for discovering, understanding and taking practical action.

The benefits of cohort learning include increased accountability, practical Program-specific resources, applied learning, community building, peer support and the development of 'soft skills'.

Over the course of the Program, you will also hear senior leaders from across the WA business, government and community sectors, speak about their leadership journeys and experiences, as a means of helping you to better understand your own. You will also share your individual journey, as part of the cohort supported, 'journeys of a lifetime'.



# YOUR LEARNING OUTCOMES

The Rising Leadership Program provides a holistic approach to developing your own courageous and authentic style of leadership, using evidence-based theories, tools and frameworks for leading self, team and organisation. This includes:

## Values-Based Leadership

Aligning individual and team values to achieve shared goals

## Mindful Leadership

An intentional and simple way to lead better

THE PROGRAM HAS 3 FOUNDATION PILLARS,  
DESIGNED TO DELIVER THE FOLLOWING OUTCOMES:

### LEADING ME (SELF)

Understanding who you are as an authentic leader

Identifying and building on your existing strengths

Creating helpful habits to flourish and lead with courage and wellness

### LEADING US (TEAM)

Understanding what it takes to inspire people and teams to achieve performance goals by focusing on outcomes over outputs

Applying human-centered leadership strategies and tools (such as coaching and feedback) to build individual and team performance

Building confidence and capacity to lead teams through complex challenges

### LEADING TOGETHER (ORGANISATION)

Increasing your ability to drive positive change and new ways of working

Creating collaborative networks and relationships to advance your organisation's purpose

Improving your ability to influence and make an impact





## BENEFITS FOR YOUR ORGANISATION

By recognising aspirational leaders and high-performers, and endorsing their place on the Program, your organisation will gain a more self-aware, insightful and connected leader. One who will:

- Better understand how to use their own personal strengths to be a more effective leader
- Contribute to considered and informed decision making
- Coach and guide their teams and share learnings, insights and information with peers
- Contribute to making a positive impact on the organisation and culture
- Be part of an extended network of cross-sector peers and leaders

*"The Rising Leadership Program has been a real source of inspiration and revelation to me as a leader in my agency for over 12 years. Each experience built a wider knowledge of the emotional foundations of being a true leader. Meeting new like-minded leaders from across all sectors of WA was by far the best aspect."*

**Chris Martin (Rising 2022) | Western Australia Police Force**



## WHY LEADERSHIP WA?

Leadership WA is an independent not-for profit organisation, at the forefront of leadership development in Western Australia. We are driven by our vision of 'courageous leadership shaping a better WA'. In 2024 we celebrate 20 years of championing leadership and creating stronger communities across the State.

Through custom-designed experiential Programs, carefully curated cohorts who bring a diversity of experience and perspectives, access to the State's top leaders and collaborative social impact initiatives, we support WA leaders in developing the skills, confidence and tenacity to lead with compassion and courage.

By participating in our Programs, you will have the opportunity to grow your networks, deepen your connections, and pay it forward by giving back, extending your leadership influence for the benefit of yourself, your organisation and the Western Australian community.

This is the Leadership WA ripple effect.



## ALUMNI AND SKILLSBANK

Graduates of the Rising Leadership Program join a diverse, influential and inclusive leadership community of over 1200 Alumni, who are passionate about making a meaningful difference in their organisations, community and across our State.

Within the Leadership WA network, Alumni find peer support and make enduring connections. At our networking events Alumni continue to find inspiration and fresh perspectives in our engaging leadership development sessions.

As part of our collective mission to give back to the community, Alumni also give their expertise pro-bono to WA not-for-profits through the Leadership WA Skillsbank initiative.

*"One of the most valuable parts of the Program, for me, was hearing the 'journeys of a lifetime' shared by my cohort. They unearthed the uniqueness of life and its experiences, creating a bond between us that traversed far beyond a room of mid-career professionals."*

**Lincoln Elliot (Rising 2022)**  
Sia Partners



# YOUR COMMITMENT

Your genuine commitment and self-investment will maximise your Rising Leadership experience.

While we ask you to embrace the Program by attending all Experience Days, a minimum of 80% attendance is required. If there are significant scheduling conflicts, you may be advised to defer your application to a future cohort.

Experience Days are hosted by our partner organisations in and around the Perth metropolitan area. There is a limited amount of pre-work ahead of each Experience Day and participants write a reflection following each experience. The practice of reflection is at the heart of all Leadership WA Programs and enables you to deepen and make sense of your learning experience on the day.

You will also undertake a collaborative group Community Impact Project, centred around the United Nations Sustainable Development Goals, under the direction of a mentor from the not-for-profit sector.



## SCHOLARSHIP OPPORTUNITIES

We are delighted to offer a number of Scholarships for the Rising Leadership Program, supported by both the Leadership WA Foundation and our partner organisations.

To see the latest opportunities, visit [leadershipwa.org.au/scholarships](https://leadershipwa.org.au/scholarships).

## HOW TO APPLY

The selection process is competitive and includes an application and interview. We invite you to apply online at [leadershipwa.org.au/rising](https://leadershipwa.org.au/rising).



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