



FLY CONSULTING

springboard

work and personal development for women

**INVITATION TO JOIN OUR
PUBLIC PROGRAM
APRIL - JULY 2022**

FRIDAY'S | SYDNEY CBD

WORKSHOP 1 - 29 APRIL, LIVE

WORKSHOP 2/1 - 20 MAY, VIRTUAL

WORKSHOP 2/2 - 3 JUNE, VIRTUAL

WORKSHOP 3/1 - 17 JUNE, VIRTUAL

WORKSHOP 3/2 - 1 JULY, VIRTUAL

WORKSHOP 4 - 29 JULY, LIVE

\$1390 + GST PER PERSON

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Foreword

Fly Consulting has been facilitating the Springboard Women's Development Program, Spring Ahead Program and Bespoke Programs for women since 2013 in both London and Australia.

Fly Consulting works with a range of organisations delivering the Springboard Program as part of their Diversity and Inclusion Agenda annually.

Fly has seen a number of trends with organisations focusing on the in-between of leadership. Wanting to equip women in non-management with the tools to empower women with self-belief and confidence towards their professional and personal development.

From working with various organisations constant change is paramount, the need for implementing strategies for change is always of interest. Along with learning what it looks like to gain the confidence to have your voice heard, speaking up with stronger communication skills to drive towards significant outcomes for themselves, the organisation and those around them.

We have noticed women engaged to understand their values and set boundaries, wanting to gain clarity on career direction, to be proactive in managing change, gaining confidence within themselves, learning to speak up and be respected with effective communication skills, reprioritising towards a healthier work life balance. Networking with other women within their communities has assisted these women to gain deeper insight into the organisation and opportunities within their reach, enhancing their networks with collaborative relationships.

Benefits we have seen:

- Greater self-awareness and empowering self-talk
- Willingness to be vulnerable with a sense of belonging and connectedness
- More proactive seeking out career opportunities
- Many women move onto higher roles, acting and surcondments within and post program
- Feeling more engaged to take ownership of their professional and personal lives
- Enhanced self-confidence in their own abilities and valuing their contribution
- Stronger communication skills, heightened confidence in sharing and collaborating
- Focusing on overall health, making necessary adjustments in these trying times

Outline

The Springboard Program runs over a three month period with workshops spread over this time reducing time away from the day to day business. Women grow in confidence at each workshop with understanding their values and making decisions that are reflective of this, by making small practical realistic steps to gain more control over their lives. These smaller steps lead to the greater behavioural change.

Proven Springboard Results

SPRINGBOARD RESULTS
FROM 152 WOMEN ATTENDING
2020 - 2021 FINANCIAL YEAR

94%

DEVELOPMENT NEEDS

Women develop a tool kit of strategies to adapt through all areas of their life. With new heightened awareness and confidence, they now know what they need to be accountable with their own development needs for future growth

94%

PERSONAL DEVELOPMENT

Life has changed dramatically over the six months of attendance, women now have the ability to reflect, re-prioritise, connect to their values, manage change and become more self-aware.

89%

VALUES

These women have a stronger sense of identity and have set themselves practical steps to ensure they stand true and show this reflection. Allowing them to set practical goals in line with their values

88%

GOAL SETTING

With multiple strategies on goal setting they have seen the benefit to setting realistic steps, seeking guidance and asking for help. They have the intrinsic motivation to achieve, constantly adjusting and continually learning

87%

PERSONAL BRAND

Women have heightened awareness of how they want to represent themselves, their reputation, how to fully show their attributes in their roles and how consistency shapes their overall success for the future

86%

PROFESSIONAL RELATIONSHIPS

Understanding the value of connection, growth and sharing that comes from professional relationships. The contribution to their work and projects will add value and enhance overall outcomes

85%

COMMUNICATION

Women are feeling more confident with their new found effective communication skills. In return this will foster more ideas being shared, therefore stronger outcomes for the organisation

85%

ASSERTIVENESS

With learning to respect themselves and others, they have confidence to listen with empathy, seek understanding and know what it takes to speak up and how to be heard in a positive way. Forging stronger relationships

99%

REACHED LEARNING OBJECTIVES

At the start of the three month program, women set their own agenda and take small practical steps at each workshop with the aim towards navigating their own path. It is refreshing to see so many women have learnt the steps along the way, to be successful in both their personal and professional lives.

Target Audience

Springboard is a behavioural change program for women in non-management. Blended learning styles, bringing together diverse groups of women from 18-65 years old from all backgrounds, cultures, beliefs, education, relationship status, education and ages. Women come together to learn, gain strength and grow from building lasting relationships, networking together to broaden their view and have greater levels of empathy.

Springboard would be their first self-development program they would embark on.

Embracing an opportunity to learn from a diverse range of women in one space, different generations, upbringings, a varied range of experience to the forum. These women open their minds to discover and gain incremental growth whilst building their networks and enriching their relationships within the community.

There is open scope for who can attend, women from talent management pools, returning from maternity leave, energy before retirement. Perhaps you see potential in someone and want to instill confidence in them. Organisation's going through restructures, engaging women to take on new opportunities and working with change. From women starting out in their career, wanting to get serious with their career or creating energy for those coming up to retirement – all stages of their lives.

The Springboard Program fits into Diversity and Inclusion Agenda's across the globe.

At Springboard we look at all areas of their lives which brings a more motivated employee to navigate themselves and their future. Allowing the space for them to ponder what possibilities they have potential too and creating confidence along the way to realise they are capable of so much more.

Due to the content on the Springboard Program, this program works best as a self-nominated registration process. Welcoming women to reflect and commit to the three month program before they start and have clear expectations of their individual objectives before they join. Each individual maps out their own agenda, everyone walks away with something different depending on what stage they are at in their lives.

FOUNTATION TO SUSTAINABLE SUCCESS VARIETY OF LEARNING

IN PERSON AND REMOTE

- 3 month program
- 6 workshops (2-4 weeks apart) 4 virtual, 2 in person
- Intrinsic Learning
- Blended Delivery
- Extensive self-discovery workbook
- Inspiring Guest Speakers, from within industry
- Peer support coaching groups or mentors
- Networking within the Government Sector
- Inclusive facilitation for both face to face or remote

TALK TO US ABOUT COMBINED INHOUSE AND VIRTUAL SERIES

Women walk away with a lifetime of strategies that can be used in all facets of their lives. Organisation's can expect to see change following the first workshop through to the next twelve months and beyond.

Fostering confidence within women in non-management will assist them in realising their entire potential, enabling them to seek out and create opportunities to further develop, strengthen and achieve the next stages in both their professional and personal lives, at each stage we will see more women empowered to seek out higher roles.



Blended Delivery

Depth of thinking is a major part of the Springboard Program, with varied learning styles, intrinsic discovery and delivery techniques. Group work within the workshops, effective tools within the workbook, group resources, peer support coaching groups within an organisation. Building a robust network and enriching relationships, live Guest Speakers that are relatable to the content on the program also inspire at every workshop.

Group work is structured with exploratory techniques to challenge thinking and foster the discovery of what they are after and to assist in the past with limiting thought processes to more empowering tools to move forward. Opening their minds to another persons perspective can assist in breaking down past barriers and open a growth mindset.

Workbook will develop a lifetime of positive change with specific chapters to self-navigate in between each workshop, a relevant tool for continuous growth. Many women from past programs still reflect in their comprehensive 344 page workbook into their future to sustain the results and are constantly adjusting at different stages of their lives.

Guest Speakers we welcome our four guest speakers over the series to cover a forty five minute segment with their personal and professional story, Q & A and informal networking follow. These are normally women in a higher profile role to the delegates from within and external to their industry who will inspire, are influential at changing mindsets for the women on the program to be inspired and also understand individual challenges and triumphs with key messages for development and growth. Having a diverse range of Guest Speakers there is always a different lesson from each woman for them to relate too. By sharing their own story, helps the women be more vulnerable, open and honest in their own conversations for maximum growth.

Group resources throughout the program women have the opportunity to share and create a wealth of knowledge within their Springboard Community, in a safe non-judgemental environment to understand the growth and power of effective networking, sharing and collaborating to seek, share and explore what they feel is empowering, insightful and inspirational to each other.

Coaching Groups every individual has tangible goals and actions to work on following each workshop, the workbook can assist them to get through each stage. By having a coaching group this reinvigorates energy, helps them to prioritise, focus on being coached and learning a new skill of coaching others with a positive approach for any managerial positions they may be interested in for their future. With a strong focus on giving and receiving support to keep adjusting and moving forward whilst enriching relationships.



SNAPSHOT

springboard

NETWORKING

VALUES

GOAL SETTING

GUEST SPEAKERS

PEER SUPPORT COACHING GROUPS

RESPONSIVE V'S REACTIVE

EMOTIONAL INTELLIGENCE

POSITIVE SELF-TALK

STRENGTHS AND WEAKNESSES

EFFECTIVE COMMUNICATION

PERSONAL BRANDING

CONFIDENCE



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TESTIMONIALS

'Understanding my strengths and being confident enough to use these strengths. I've used skills that I learnt through the program to be more assertive at work, and pushing myself to do things that are out of my comfort zone - I have facilitated meetings with executives and felt confident enough to display my work and put forward my opinions in these meetings. Applied for and received a new job. The skills I learnt through the program definitely supported me through that journey.'

'I'll be more confident in my skills, be a better listener, more proactive in building my networks and visibility, and happier due to a change in how I frame and approach challenges and how I view myself.'

'Meeting other like minded women and learning together - knowing you are not alone in the way we feel. The text book is very, very useful and has a lot of important and interesting topics which I continue to revisit. Deb was a great facilitator and makes you feel at ease to learn and grow.'

'I'll be more confident in my skills, be a better listener, more proactive in building my networks and visibility, and happier due to a change in how I frame and approach challenges and how I view myself.'

'I have taken steps to better my health and also booked in surgery which I was afraid of doing previously. I've spoken up to my manager about my goals re confidence, assertiveness and expressed interest in acting opportunities. I have been successful in applying for a higher grade role acting opportunity and am now hopeful, not hopeless/fearful'

'I've really enjoyed the workshops, connecting with other women and guest speakers. My coaching group has been very valuable to be able to get advice, as a supportive sounding board and a safe space to talk about work-related and personal things. Working through the workbook has been invaluable and I am glad that I will have this resource that I can keep referring back to'

'I'm being kinder to myself, critically thinking about and developing my goals. I have tools to work out what I want to do next and how to make sure I'm feeling fulfilled and challenged'

'The benefits of utilising my self improvement strategies will have positive ripple effects and reach my whole team then branch and eventually my division'

'The moment you accept total responsibility for everything in your life, is the moment you claim the power to change anything in your life.'

Outcomes

Participants that completed the program gained benefit with the tools and strategies to help them develop where they want to go in both their professional and personal life, creating tangible actions to do this along the way.

They feel more confident in their identity, building their self-worth whilst enriching relationships within their peer groups. More driven to manage their emotions and manage themselves with positive driven solutions. Some of the women feel they are better equipped to listen more attentively which will ultimately produce a more empathetic and assertive employee for the organisation.

They have embedded the key steps to become more assertive which has increased their outcomes. Reignited motivation to move forward post-program. Participants have also made steps in improving their day to day personal life setting boundaries, prioritising their time, energy and commitments.

These women are more aware about how their reputation and attributes could lead to successful career advancement. Women have taken action to work towards career goals and have realistic plans in place, with many already achieving the next steps within the three month program, taking on acting and secondment roles and being successful in higher placements. They now have a greater realisation of the strategies and tools they have learnt and are encouraged to continue developing personally and professionally.

The program provides the importance of reflection and constant re-assessing to keep adjusting the plans to achieve greater outcomes.

Participants were able to clearly identify the benefits to the organisation from their participation in the program which centered around building confidence in communicating more effectively with others and the organisation as a whole.

Majority have renewed enthusiasm with an empowered mindset, defusing negative self-talk and allowing them to seek out opportunities, making it happen as oppose to waiting for opportunities to be offered. They are building links for the future and are more motivated to get to where they are wanting to go which leads to a more proactive, productive and engaged employee.

Program support mechanisms

Throughout and post Springboard we have regular contact with our delegates, touching base through emails of inspiration, guidance and support. The openness of the program gives the delegates the opportunity to ask, share and request additional information or support at anytime with myself and their fellow participants.

To enhance the longevity of development and achieve sustainable results. Organisations combine the SBWDP with our one day Spring Ahead Program three months post the SBWDP. The SA Program offers new material, support and motivation to sustain the results. Our clients feel this is a worthwhile future investment to having more women taking on challenges and commitment to further their opportunities. Holistically you benefit from a more driven, fulfilled and engaged employee.

Staff retention will increase as most individuals feel grateful for the opportunity to develop further and gain instrumental networks. Gaining additional clarity of what they can offer the organisation. Driving a more engaged employee that is focused to provide solutions and take ownership of any given situation will be prosperous for all.

REMOTE PROGRAMS



97%

How easy was it to use the technology



93%

Satisfied with the online elements of the program

Virtual Results from 112 women attending the virtual platform

About Deb

Deb is the Director of FLY Consulting, a leading training and development business focused on women's development. Deb coaches and facilitates in a motivating and enthusiastic way to enhance the individual identity of the person standing before her. Deb is invested in each person that joins her program and thrives on bringing out the best in them to back themselves to speak up authentically, share openly and collaborate for future professional and personal growth.

Deb has a cert four in training and development and has held her accreditation to facilitated the Springboard Women's Development Program since 2013. The SBWDP is run in 48 countries around the world. In 2020 Deb was the first to adapt and deliver virtually the Springboard Program worldwide with successful results.

Deb has been designing, developing and delivering programs since 2004 in the Finance, Banking, Insurance and Government Sector in both London and Sydney. Deb has been working within the government sector since 2013 and has delivered the Springboard Women's Development Program to a variety of industries. Developing over 250 women annually.

All facilitation is provided by Deb herself, she is passionate about engaging employees, improving staff retention, developing people and exceeding client expectations in her unique fun interactive way.

ABOUT THE TRAINER - DEB

100%

100%

100%

100%

97%

97%

Act in a professional way

Display Passion and Commitment

Encourage Participation and interaction

Bring knowledge and experience

Stretch or challenge you to achieve your objectives

Act as a role model

'Excellent facilitator, very skilled in public speaking. Was also skilled in involving participants in person as well as digitally. Good use of technology in virtual space'

'Deb has a deep understanding of the material she presents and makes the material relevant to the audience'

For any further questions or information please feel free to reach out.

We pride ourselves on giving you a full comprehensive guide on the program before you decide if it's the right investment for developing women of your organisation.



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Fly Consulting has enjoyed developing over one thousand women from a variety of organisations in Australia over the past eight years and looks forward to a continuing to inspire women in non-management to get out of their comfort zone, by creating belief that they can achieve so much more, that they are valued and capable.

Aiming to have more women with confidence driving their career, seeking out opportunities, having a more engaged workforce with the ability to understand their worth, be accountable, seek ownership and take action over their personal and professional lives.

Deb Elliott