



## Leadership Development for Women Program

### Frequently asked questions

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**1. What is the LDW Program?**

The LDW Program is funded by the Division of People and Culture. It is a key initiative of the Charles Sturt Universities Workplace Gender Equity Strategy. The program is designed to build the leadership and management capabilities of aspiring female leaders.

**2. Who is eligible to apply?**

All continuing and fixed term staff (until October 2021) academic staff (Level B - D) and professional staff (Level 6-10).

**3. What happens in the workshops?**

The workshops involve exposure to different facets of leadership - styles, skills, myths, traditions, expectations and perceptions. Individuals are also challenged to consider their personal thoughts about and approach to leadership – their own skill set, relationships, experiences and future opportunities. The learning is experiential and reflective with an emphasis on a group action learning project and self-leadership.

**4. Who covers costs of the program?**

The program is funded by the Division of People and Culture. All workshops will be held using the Zoom platform, and no travel will be required.

**5. What support do I need from my supervisor / manager to be part of the program?**

It is crucial that staff considering applying for a place in the LDW Program discuss their participation with their immediate manager and if required, senior management to ensure that full support will be given to attend the various LDW activities. Issues such as time away from the workplace, key dates and projects within your work area and whether there are any factors which may prohibit your full commitment. For example, implementation of a new system, staffing issues or shared opportunities, etc. maybe factors which may make the program suitable but the timing not so suitable.

**6. What if I only want to do part of the program - say if I cannot attend all the workshops?**



All staff who accept a place in the LDW program will be committing to attending all compulsory workshops and scheduled LDW activities. Participants will be made fully aware of the requirements if they are outside the core dates of the 3 workshops scheduled for 2 August to 22 October 2021.

**7. What is a peer learning group?**

These are action learning groups which are formed during the first workshop based on topics of common interest - which will respond to a strategic leadership challenge of importance to the participants and their workplace. While there will be project outcomes that will contribute to strategic leadership at Charles Sturt, the emphasis is on participant's learning about leadership in relation to self and to others.

**8. How are the peer learning groups chosen?**

In a facilitated zoom workshop in the Introductory Workshop LDW participants identify, and will be provided with, a topic that responds to a strategic leadership challenge at Charles Sturt. Participants then self-organise into a group project in line with their needs and interests.

**9. What is the role of the mentor?**

Each participant will be matched with a mentor who will provide support, help and advice to develop the participant's career.

**10. What is the commitment from my supervisor for the program?**

It is expected that the supervisor supports participants throughout the program assisting the applicant in the workplace to successfully complete the program. Supervisors will be invited to attend the final presentation of the action learning projects in October.