



**BREAKING THE GENDER CODE**  
to help increase and keep more female bosses

# Women IN LEADERSHIP



BREAKING THE GENDER CODE  
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The Women in Leadership (WIL) program is an important investment in the current and future generation of female leaders that support your company's commitment to diversity, retention, safe and inclusive cultures.





Only **19.1%** of women are represented in the mining industry, with research suggesting there is untapped potential to improve diversity of thinking, collaboration; strength of problem solving, innovation and decision making for all its people.





While merely ‘adding more women’ to the mix is not enough to remedy cultural problems, mining companies need to improve the gender balance in their workplaces. Part of this must include greater effort to increase female workforce participation, with specific focus on site-level supervisor and management positions.

*[Enough is Enough Report, 2022]*





# WE ENCOURAGE MALES TO BE PART OF THE SOLUTION



A Q & A session is included in the WIL program with the organisation's leaders.

This session allows participants to use their new insight, understanding and skills to engage male and female senior leaders to hear about their leadership journey, share workplace challenges, solutions and build support networks.

Where possible, we encourage male staff to be part of this learning conversation.



THIS UNIQUE AND CONTEMPORARY PROGRAM HAS BEEN CO-DESIGNED WITH THE INDUSTRY AND AIMS TO:

1. Increase leadership opportunities for women in mining who can get discounted or overlooked due to poor visibility, unconscious bias, imposter syndrome and an environment that can discourage females speaking up;
2. Close the wellbeing gaps for females balancing work and caring domestic roles that came out of COVID 19;
3. Leverage female strengths to create more collaboration and inclusive cultures;
4. Strengthen diverse, inclusive and safe thinking to learn, adapt and create more sustainable futures;
5. Understand and update the legal rights of people working and living in mining environments in response to industry changes;
6. Help mitigate hazards and organisational risk associated with work, health and safety, turnover, reputational and financial.



# ADULT LEARNING



The trainers use adult learning principles to access the collective intelligence of the group. It is designed to:

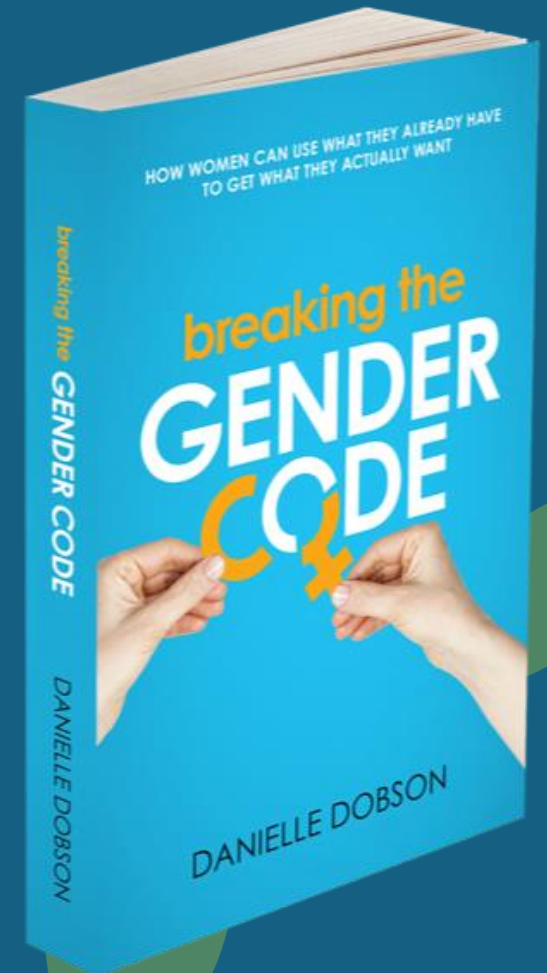
- Build a supportive community of women from a range of experiences;
- Use highly practical and relevant content to the workplace;
- Assessments of their strengths, psychological safety domains and emotional intelligence;
- Role plays and games to reinforce conversational tools;
- provide opportunities to set goals and apply the learnings back in their workplace;
- Apply action learning in which individuals control their own learning experience with opportunities to define problems, reflect, practice and share learnings; and
- Provide clarity on further growth areas through mentoring and coaching.



# CO-DESIGNED WITH INDUSTRY AND RESEARCHERS

The program is co-designed with the mining industry and delivered by highly experienced leadership trainers and facilitators, Belinda Coghlan (OD Consulting Services) and Peta Main (Elite Management Consultants); in collaboration with award winning Diversity Speaker/Author, Danielle Dobson (Code Conversations).

Each participant receives a copy of *Breaking the Gender Code* by Danielle Dobson.



Program Overview	Session 1	Session 2	Session 3	Session 4	Session 5
<b>Day 1</b>  <b>Module 1</b>  <b>LEADING WITH YOUR UNIQUE CODE, HELPFUL THINKING AND PSYCHOLOGICAL SAFETY</b>	<p>Introductions by Senior Leader People</p> <p>Company diversity targets/Strategies for addressing female participation and leadership.</p> <p>Breaking the gender code. Book, Danielle Dobson.</p> <p>Learning Buddy</p>	<p><b>Unpacking your Core Values</b></p> <p>My unique C.I.R.C.L.E. Code</p> <p>What is important to you – Core values</p> <p>Action alignment with core values</p>	<p><b>Understanding your psychological S.A.F.E.T.Y Triggers</b></p> <p>Helpful thinking in tough times</p>	<p><b>Safe conversations</b></p> <p>Holding psychologically safe conversations.</p> <p>Taming your imposter tiger. (POWER model)</p>	<p><b>Mindfulness practice</b></p> <p>Facilitated Discussion on learning and applications.</p> <p>SMART goal in learning journal</p>
<b>Day 2</b>  <b>Module 2</b>  <b>LEVERAGING YOUR UNIQUE CODE THROUGH STRENGTHS, EQ &amp; CRITICAL CONVERSATIONS TO NAVIGATE CHALLENGES</b>	<p><b>Leveraging your Superpowers (Strengths) and EQ.</b></p> <p><b>VIA Character Strengths</b></p> <p><b>Emotionally intelligent competencies.</b></p> <p><b>Critical Conversations</b></p> <p>Setting and maintaining <b>Healthy Boundaries.</b></p>	<p><b>Leveraging support to release pressure</b></p> <p>Building your Support Network and Career Sponsor.</p> <p><b>Connecting with Male Leaders</b></p> <p>Q &amp; A Session</p>	<p><b>Identify and address a challenge (Harvard Business School)</b></p> <p>Unpack key challenges participants are facing in the workplace.</p> <p>Collaboratively working with a small team to solve and evaluate their problem.</p>	<p>Managing your <b>Energy bucket</b> for optimal performance, health and happiness</p> <p>Complete My Unique C.I.R.C.L.E. Code</p>	<p>Reflections and SMART goal in learning journal</p> <p>Learning Buddy</p> <p>Wrap up</p> <p>Evaluation survey</p>



# AS A RESULT OF OUR PROGRAM WE ARE MAKING A DIFFERENCE

**85%**

of our participants are more likely to consider a leadership role.

**90%**

say they will use more support to release pressure

**100%**

of our participants are more likely to consider a leadership role.

**60%**

now have a career sponsor to support and sponsor their career

**85%**

of participants say they are more confident to ...

**90%**

say their ability to use helpful thinking has improved confidence to address workplace challenges.

**100%**

of participants say they are more confident to ...

**100%**

recommend this program to colleagues and friends. Average score 8.5/10

**100%**

100% are more aware of what emotional intelligence means in the workplace

**100%**

100% have a better understanding of how to have a psychologically safe conversation.

**100%**

100% are more confident in setting and maintain healthy boundaries



## TESTIMONIALS

“ I found my personal values the most useful and how I can be more aligned.

“ Really liked learning about Imposter Syndrome

“ That the program was created and directed specifically to women. I have attended leadership programs previously but not where it addressed behaviours that relate specifically to women.

“ I found the segment on managing challenging conversations particularly enriching. I strongly believe that this knowledge will greatly enhance my abilities in the workplace.

“ I really liked the interaction with other females within Maca Company

“ The course gave me insight of being curious and courageous. Self reflection and identifying my values. I learnt new models of shaping the circle and receiving tools to invest personally and professionally.



## For more information

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