



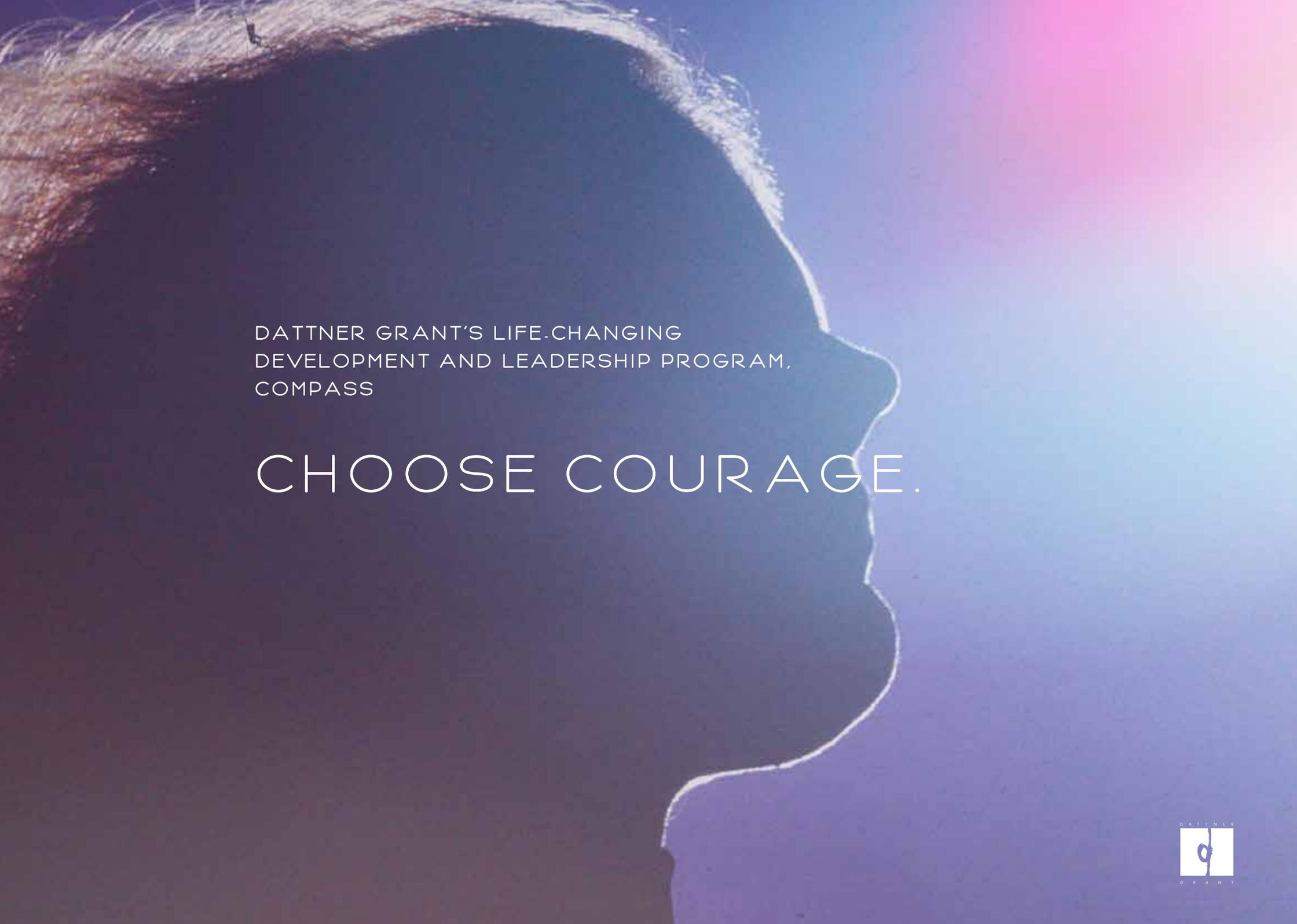
FIND YOUR WAY.

compass

A CRITICAL GUIDE ON YOUR
LEADERSHIP JOURNEY

CO-FACILITATED BY FABIAN DATTNER
TELSTRA BUSINESS WOMEN'S AWARDS, 2015
100 WOMEN OF INFLUENCE, 2015





DATTNER GRANT'S LIFE-CHANGING
DEVELOPMENT AND LEADERSHIP PROGRAM,
COMPASS

CHOOSE COURAGE.



COMPASS – A UNIQUE PROGRAM FOR WOMEN

Compass, Dattner Grant's artfully-designed program for women, builds self-knowledge and deep insight on the premise that women shine when they work in collaboration with others. It is designed to bring out women's strengths and unique qualities, and enhance and advance their leadership contribution – at work, at home and in the wider world. Over seven years working with more than 800 women, we have refined our program to be unique and deeply impactful.

ANSWERING THE NEED

There is a much sought-after need for a self-development and leadership program for women that addresses the unique differences between men and women, and amplifies the qualities that women bring. Dattner Grant makes this accessible to women of all backgrounds, levels and sectors.





WHY YOU?

1. **"I'm not a leader and am not even sure if I want to be one."** Leadership is a state of mind, not a job title. You may be an emerging artist, a woman returning to work after having children or the CEO of a large corporation. We challenge you, and will empower you, to develop your leadership in whatever sphere you wish to have impact. First and foremost, this means showing up to and valuing yourself.
2. **"I'm already leading and succeeding. I don't need another leadership program."** Compass will challenge you to go deeper; to know yourself better, to address the thought patterns and behaviours that are holding you back and to build on your many strengths. It's a space to gain clarity on your purpose, articulate your values, work on your communication skills and set new visionary goals – then map and execute the strategy to get yourself, and others, there.
3. **"I don't have the time."** There will always be competing priorities; others' needs and many demands. But if not you, who? If not now, when?
4. **"I don't have the money."** Women, in particular, struggle to invest in themselves. Our response is that by allowing yourself to gain clarity on who you are, where you want to go and how to secure your legacy, it's not just you who will benefit but everyone around you, too. We can arrange payment plans and support you into the future as an ambassador. Talk to us.
5. **"I'm unclear on my life direction."** Then this program is for you. We've supported hundreds of women to make small and large changes to make their lives and work more meaningful and fulfilling. Lean into the discomfort of deeper learning, choose courage rather than confidence, and watch as clarity emerges.
6. **"My boss/workplace/partner won't support me to attend."** Leadership starts with finding your voice and articulating what you need and why. The impacts on organisations and families from women attending Compass are myriad. We can support you on building a business case or reframing your position.
7. **"It's networking I need, not development."** Compass is built on the principle that at their best, women work collaboratively and non-hierarchically. The program attracts women from a range of sectors and levels and is designed to create lasting connections. Our growing alumnae network offers a deep and wide opportunity to connect with hundreds more women who have experienced the same deep insights and outcomes and can support you on your journey.

"Such a liberating experience to look within and acknowledge all we can be. I feel privileged to have shared this journey with such a dynamic group of women..."





CONTENT OVERVIEW:

MODULE 1: SENSE OF SELF

We'll focus here on your sense of self and why you lead – or should lead. You'll explore your purpose in life and for leading, and articulate the core values that drive you. Though you may think you know your values, this module helps you really understand what they are and how they influence your work and relationships, every day. You'll be connected with the wider group and your triad: two other women you'll work closely with throughout the program and who become your coaches, trusted advisers and, in many cases, lifelong friends.

MODULE 2: LSI, THINKING STYLES AND COMMUNICATION

Using the powerful Life Styles Inventory (LSI) diagnostic, we'll support you to understand how your thinking styles influence how you react, particularly under pressure. Described by one participant as "a map and manual for how my brain works," you'll gain deep insights into what makes you tick and how to move into more constructive modes of thinking, behaving and communicating with others. After one-on-one coaching you'll quickly build greater emotional intelligence to build your influence and become more compassionate towards yourself. Using the 4MAT Learning Type Measure, you'll understand how different thinking styles shape communication and leadership, and be able to present more confidently for audiences at all levels.

MODULE 3: BUSINESS ACUMEN, VISIBILITY AND STRATEGY

This is where we pull it all together. You'll explore business acumen, helping you recognise the key 11 capabilities enabling women to excel, influence and strategise successfully. We'll introduce you to the concept of visibility: how to build your voice and project your story to the world in order to achieve your visionary goals. Finally, you'll start work on your personal strategy map: a ground-breaking framework for making conscious choices while clearly addressing the trade-offs required. At the centre of this map is YOU. We challenge you to build wellness and self-care into your planning, because without these none of it is sustainable.

GRADUATION

A profound day where we hear from you about your Compass journey. Using the tools, insights and presentation skills you've honed during the program, you'll step up into visibility and articulate your vision for yourself and others you wish to support. This day demonstrates the power of collaboration between women for challenging the status quo in wider leadership and in life.



Content includes learning the rudimentaries of how our brains work, understanding what women value as important, how it impacts on our world and how women can hold their space when they are in the minority.





DIAGNOSTICS

Covering behaviour, learning styles and business acumen, these diagnostics seek to provide powerful personal insights in a deeply supportive environment.

- **LSI (Life Styles Inventory)** – The LSI identifies the underlying thoughts and motivations that guide an individual’s behaviour. Often referred to as personal styles, management styles and leadership styles, these represent the essence of an individual’s effectiveness. More than a million people have completed this tool worldwide over the last 20 years. Our most transformational diagnostic will shed light on where your time and energy is directed and whether it is a constructive use of that time and energy.
- **4MAT Learning Type Measure** – Designed to help people understand and identify the differences in the way people learn. You will learn about your own learning style, and how to craft communication to appeal to all four learning styles. A powerful influencing tool.
- **Business Acumen Gauge (optional)** – a 360-degree review providing manager, peer, direct report assessment of the importance and demonstration of the 11 elements of business acumen, compared to your own self-assessment. Those elements are: mindset, foresight, broad scanning, strategic alignment, collaboration, resource management, systems and processes, decision-making, talent development, duty of care, and financial literacy. The Business Acumen Gauge report provides feedback on your business acumen demonstration and the impact of these capabilities on business outcomes. We discuss the benefits of these elements when they are well executed. The Business Acumen Gauge is the first of its kind globally, and has been developed by Dattner Grant and Quad Assessment.

Covering behaviour learning styles and business acumen, these diagnostics seek to provide powerful personal insights in a deeply supportive environment.





WHY WOMEN ONLY?

Women bring different and complementary perspectives and skill-sets to leadership. Your contribution is vital to ensure the health and sustainability of our world at all levels: in families, workplaces and the broader community, into the future. By allowing women only, a sense of safety develops in Compass, enabling participants to dive more courageously into the content to make sense of the past and present to then visualise what they want from the future, and to craft their contribution.

Women, when operating at their best, approach leadership differently from men: according to research by leadership experts Zenger and Folkman, women outperform men in 12 of 16 key leadership characteristics. We seek to amplify these skills, and work on the challenges, to enable men and women to work more effectively together.

"Women rarely get the opportunity to come together professionally to relax, learn and talk. For eons we've discussed the big issues in these spaces and I believe that can only accelerate the outcomes here."

— Fabian Dattner

INDIVIDUAL COACHING

The Compass program includes state-of-the-art, personalised speed-coaching to help you deepen your understanding of your own LSI diagnostic results. Throughout the program, our team of coaches and facilitators will ensure you are supported, mentored and challenged to bring out your strengths and make courageous, conscious choices.

Further, coaching and masterclasses, tailored to specific elements of the program are available at a discounted rate for Compass participants.

ALUMNAE AND AMBASSADOR PROGRAM

Once the program concludes, you are invited to stay connected to us through our alumnae network. We offer events, regular check-in and coaching calls and an ambassador program which provides ongoing mentoring, coaching and visibility for graduates.





FACILITATORS

Compass founder and key facilitator, **Fabian Dattner**, is one of Australia's most recognised leadership experts. A finalist in the Telstra Women in Business Awards and voted one of Australia's 100 Women of Influence in 2015, Fabian has given two TED talks and is the author of four books on leadership. She is also the co-founder of Homeward Bound, a global initiative that equips women with a background in science with the skills to influence decisionmaking and policy-making as it informs the future of the planet. The program, which culminates in a 20-day intensive on a ship in Antarctica, launched in December 2016 and is estimated to have reached more than 300 million people through coverage in the NY Times, Forbes and global media. A feature film based on the program will be released in 2018. An unconventional thinker and compassionate leader, Fabian is an unforgettable facilitator who has inspired and coached hundreds of women to take a more courageous path.



Julia May is the head of the global women's project for Dattner Grant and brings a rich experience in storytelling, coaching, communications and strategy. Julia manages, coaches and facilitates for Compass, and oversees Dattner Grant's growing suite of services aimed at equipping women with the skills to be better able to shape the world around them. She's also a faculty member of Homeward Bound, having co-designed and delivered the Visibility content for the first voyage in 2016. Over 12 years as a journalist, including five years as Fairfax's London correspondent, Julia gained a deep understanding of the power of storytelling to both empower and disempower. A passion for helping others to articulate their purpose and reframe their vision led Julia to retrain as a life coach, working primarily with women. She has a deep ability to listen, to distill ideas, to think creatively and strategically, and, as a mother of two girls, has an abiding sense of the need to take a different approach to leadership in order to secure our future. Also passionate about creativity, her first novel is in the works.



Ami Summers is a senior coach and facilitator for Compass. She has spent more than a decade working as an accredited coach and leadership development expert, and has deep experience working with women, including four years in senior leadership roles at Compass. She applies creativity and a strengths-based approach to her work with individuals, small businesses and large organisations, and can work just as effectively with personal or business challenges, talent development or organisational growth concerns. Ami has a particular expertise in trauma, having coached more than 200 people affected by the Black Saturday bushfires. Women who have worked with Ami consistently say that she is a compassionate, wise and pragmatic coach with a gift for empowering them to see that they have the resources to transform themselves and their environment. For four years she has served as a board member of GCASA (Gippsland Centre Against Sexual Assault) and is a professional exhibiting artist, bringing her own practical creativity to all areas of her leadership work.



"An opportunity for self-discovery which in turn creates a confident leader."





OVERVIEW & INVESTMENT

The program is limited to 35 participants. It runs for seven full days over five months. Fees include catering, diagnostics, materials, individual coaching session and regular coaching check-ins.

PRICING

Full price for individuals: \$5,500

Earlybird price: \$4,400

Two or more women: \$3,850

We offer a number of scholarship places for women experiencing hardship, working in the nonprofit sector or education. Please enquire for more details.

INHOUSE AND INDUSTRY PROGRAMS

Dattner Grant can tailor the Compass program to your organisational or industry needs, delivering a three-day residential program for your workforce or women working in a particular industry. Talk to us for more information about program design and pricing.

CALLING ALL EARLYBIRDS.
Register before March 17th 2017 for
earlybird pricing - **SAVE \$1,100**

ABOUT DATTNER GRANT

Dattner Grant is an internationally-acclaimed specialist consultancy that has been providing significant support to small, medium and large not for profits, entrepreneurial, corporate and public service sector organisations for more than twenty years. The founding partners, Fabian Dattner and Jim Grant, come to the consultancy field from leadership roles. Dattner Grant has a strong team of leaders who facilitate rather than being facilitators who have learned about leadership.

Learn more about Dattner Grant and the work we do by visiting our website www.dattnergrant.com.au or contact us on +61 3 9431 2602.

PAST CLIENTS

- Adobe
- Antarctic Research Division
- Australian Conservation Foundation
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- Essential Energy
- General Mills
- IBM
- NSW Department of Transport
- Mars
- Parramatta Mission
- SAP
- Sunraysia Institute of TAFE
- Sustainability Victoria
- Victorian Department of Premier and Cabinet
- William Angliss





WOMEN IN LEADERSHIP
MELBOURNE 15

MODULE 1: 30-31 March 2017
MODULE 2: 1-2 May 2017

MODULE 3: 8-9 June 2017
GRADUATION: 7 July 2017

Register before 17th March 2017
for earlybird pricing - SAVE \$1,100

TO REGISTER FOR COMPASS, PLEASE VISIT OUR WEBSITE:
WWW.DATTNERGRANT.COM.AU/COMPASS



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