Agenda:

- *Introductions*

- *Setting the scene – current state of play*

- *Getting started with data-driven leadership pipelines*

- *Mentoring for leadership*

- *Panel discussion (25 mins)*

- *Questions*

Art of Mentoring:

We help organisations create impactful mentoring programs through:

- ☐ Tailored Program Design aligned with your goals

- ☐ Expert Training & Support to ensure success

- ☐ Evidence-Based Methodologies for measurable outcomes

- ☐ Advanced Mentoring Platform for ease of management

We nurture growth, leadership, and inclusion by building mentoring programs that work.

Some of our partners in change:

WithYouWithMe:

We're a global tech company that help organisations fully utilise their workforces, by perpetually evolving the skills they have into the skills they need.

We are driven by a simple belief; that when an individual's career aspirations are aligned with organisational goals, both will thrive.

Drawing on this philosophy, our proprietary employee activation software and talent creation services help organisations around the world to cultivate skilled workforces that are always prepared, fit for purpose and inclusive.

Some of our successes

Matched 15,000 individuals to careers

More than 400 organisations on the Potential platform

100,000 users on platform

Top 10 LinkedIn Startups 2022

Deloitte Fast50 2019 & 2022

Some of our partners in change:

BAE SYSTEMS · Capita · Culture Amp · Australian Government Department of Defence · splunk> · SkillsTX Passion for Potential · PA

THE RISING SUN AUSTRALIA · Microsoft · NORTHROP GRUMMAN · SFIA ACCREDITED PARTNER · Workflow MAX · leidos · LEONARDO

Sii · Areteans · Atos · GED TESTING SERVICE · WILEY

Jacobs · EY · FUJITSU · iag · BANK OF AMERICA

Inequality in Leadership in Australia

The problem

19.4% of CEOs are women

6% of Australian senior leaders come from non-European backgrounds..

40:40:20 HESTA's model for creating gender equity in the workforce

25% of Australian employers have implemented strategies to address leadership inequity

It starts with data...

Step 1: Understanding the individual

Making psychometrics actionable

•*Openness to Experience: Creativity and adaptability can indicate their leadership style would thrive in dynamic or start up environments.*

•*Conscientiousness: Reliability, organization, and goal orientation are vital for executing strategies.*

•*Extraversion: Assertiveness and energy are crucial for inspiring teams and building networks.*

•*Agreeableness: Empathy and cooperation are important for team morale and collaboration.*

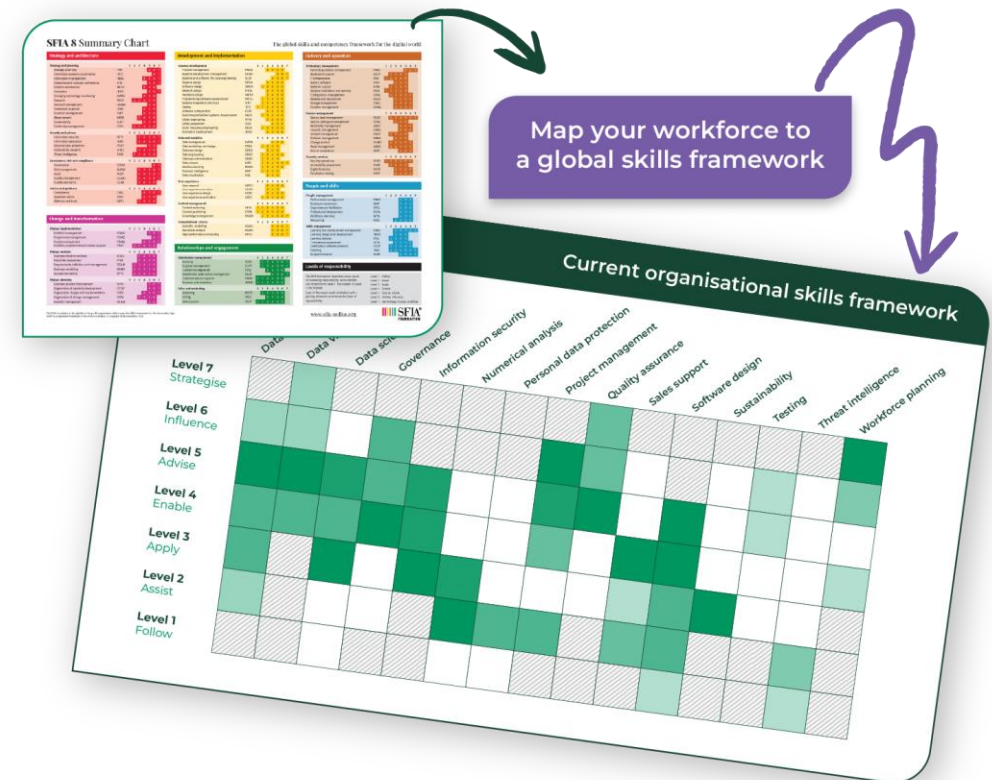•*Emotional Stability: Resilience under pressure enables effective decision-making in high-stakes roles.*

Step 2: Mapping skills against leadership needs

•*Autonomy: at what level do Leaders take accountability and operate independently.*

Influence: Leadership potential is evident in how individuals impact their teams and stakeholders.

•*Complexity: Handling ambiguous, multi-faceted challenges is a hallmark of leadership.*

•*Business skills: Communication, negotiation, and strategic alignment are foundational skills for effective leaders.*

Map your workforce to a global skills framework

Current organisational skills framework

WithYouWithMe is a Global Accredited Partner of the SFIA Foundation

The Skills Framework for the Information Age (SFIA) Foundation produces the industry-recognised global skills and competency framework for the digital world. It defines the skills required by business and technology professionals at every level to design, implement, manage and protect data and technology.

Find out more about the SFIA framework →

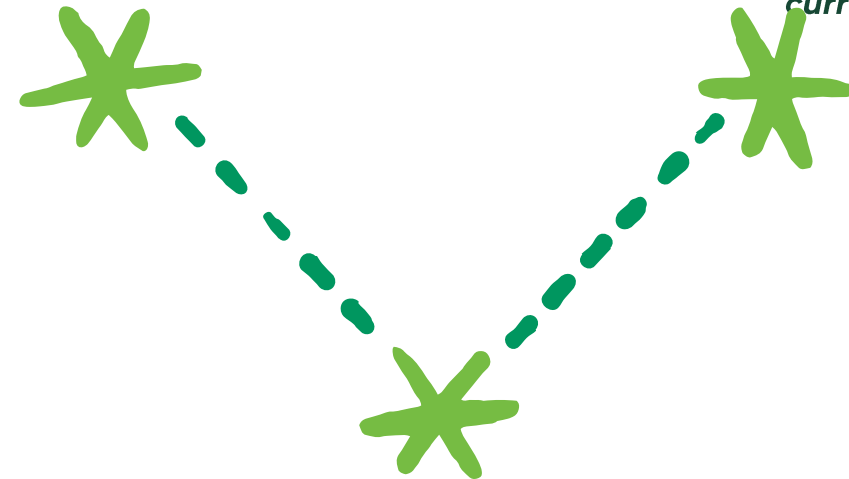Step 3: Closing the gap with the 70:20:10 model

Clarity

Rapidly understand, simplify and consolidate your role architecture

'What skills do I need our leaders to have?'

Capability

Rapidly assess and validate your entire company's capability

What skills do our people currently have?

Closure

Bring these two things together using uniquely motivating, personally tailored learning plans.

What skills can we build? (and how?)

Entrenching data-driven strategies for building leadership pipelines

1. **Assess leadership potential**
2. **Ensure organisational alignment**
3. **Design personalized development plans**
4. **Implement precision upskilling**
5. **Create mentoring networks**

Nurturing potential, closing skills gaps and guiding leadership growth with mentorship

Mentoring-driven strategies for building leadership pipelines

1. **Assess leadership potential**
2. **Ensure organisational alignment**
3. **Design personalized development plans**
4. **Implement precision upskilling**
5. **Create mentoring networks**

What to take away

1. **Remove barriers and look to data to identify leadership potential**

2. **Ensure organizational alignment – build leadership paths that match to long-term organizational objectives**

3. **Design personalized development plans to improve success rates**

4. **Implement precision upskilling to deliver better ROI and training outcomes**

5. **Create mentoring networks to ensure holistic development**

Thank you

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