

A flexible and tailored program that will empower you to set your sights high and achieve

- 4 x one-on-one career coaching sessions
- Pre-work to set program goals in the context of your unique challenges
- Flexible start date & timing of sessions to meet your needs
- Convenient virtual meetings to minimise your downtime

WiBF MEMBERS ONLY
\$2,000+gst per person



**Are you striving to achieve a promotion or career advancement?
Recently transitioned into a new role or planning a move towards one?
Or simply want to play a bigger game?
Then this program is for you.**

PROGRAM STRUCTURE

Peak Performance is a tailored coaching program offered exclusively to members of Women in Banking and Finance to support you through your next significant transition. Structured with the convenience of remote online delivery, the program is accessible to our members throughout Australia and offshore, with the flexibility to time sessions in line with your individual needs. Each package includes individual pre-work and a guided kick-off session to establish your program goals, followed by three targeted sessions with the coach of your choice.

| What | Time commitment | When |
|--|-----------------|---------------------------|
| <i>Self awareness survey & personal reflection</i> | Own time | Pre-work before kick off |
| <i>Get to know you & understand your program objective</i> | 30 minutes | Kick off session |
| <i>Coaching sessions via web-conference</i> | 3 x 1 hour | 3 – 4 weeks apart |
| <i>Actions towards your program objective</i> | Own time | Between coaching sessions |

CHOOSE YOUR COACH

Just as no two careers are the same, so are no two coaches. WiBF recognises that our members face many and varied hurdles as they navigate different stages of the journey, and accordingly we offer our members a panel of experienced Peak Performance coaches. Each coach brings specialist expertise and diverse experiences to guide their counterpart through the unique circumstances they may face, with rigour and a focus on accountability. Above all, participants can expect to be both supported and challenged through a process of exploration and advancement.

Exclusively offered to members of WOMEN IN BANKING AND FINANCE INCORPORATED

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Our Panel of Coaches

KRISTY MACFARLANE

Kristy Macfarlane CPHR is a highly skilled leader and accredited executive coach with extensive experience spanning Australia and the UK. Kristy was most recently Head of Diversity & Inclusion at NAB, a role she held for more than five years; and prior to that worked in a global professional services firm where she specialised in talent, capability, culture and leadership.

Kristy uses a strengths-based approach in coaching to bring out the best in people and enable them to realise their potential, both in their career and their whole of life. Kristy combines her practical commercial experience as a senior leader in a top ASX company with her Diversity & Inclusion expertise, to bring a unique mix of experience and insight to her coaching conversations.

Kristy has a double degree in Commerce and Organisational Behaviour and is an alumnus of the Harvard Kennedy School.



Focus areas

- Helping parents integrate work and family to support a rewarding career and a happy family life
- Driving gender equality for men and women, by dismantling gendered stereotypes and building inclusive cultures where people can be their best
- Setting people up to thrive with practical, pragmatic and strong flexible working boundaries

RICKY NOWAK

Ricky Nowak MAICD CSP has extensive corporate experience in executive coaching within senior management and leadership ranks for over 25 years. Her passion is in building leadership and communication excellence and in today's challenges times Ricky is helping clients lead in a virtual world so their staff, customers and stakeholders stay connected and engaged.

She has a proven track record as a coach of integrity and is committed to helping her clients dramatically increase their influence, enhance their reputation and improve levels of performance and productivity.

Ricky is an Executive Coach for the Australian Institute of Company Directors, Certified Human Resource Professional and a trusted resource speaker/ coach for The Executive Connection.



Focus areas

- Helping managers and leaders communicate virtually and in real time so staff, clients and stakeholders stay engaged and connected
- How to present key or complex information in simple and effective ways so people respond and take action
- Enabling people to better manage and understand the impact of their own behavioural styles and habits while appreciating the styles of others as well

SUZANNE MERCIER

Suzanne Mercier is a performance catalyst working with business leaders to help them recognise and develop their potential. She is considered Australia's expert on identifying and moving beyond limiting mindsets including the Imposter Syndrome, a key barrier to performance.

Her focus on setting clear outcomes and pathways forward including dismantling barriers have led to significant shifts in self-leadership, transformational leadership, employee engagement, client service, culture, performance and bottom line.

As the first woman on the Board of George Patterson Advertising, she understands the journey up the career ladder and working at the highest levels.



Focus areas

- Explore how your current mindset at work supports your success or stands in its way, and tools to shift to a more effective growth mindset
- Developing career vision and task mastery goals to create solid steps towards achievement
- Enhancing influence to effectively handle challenging situations, engage others in achieving common goals, maximise connection and high performance