

# *WiBF Education Programs*

2022 Calendar Year



forging leadership pathways for women in our industry

*For over twenty years, Women in Banking and Finance has been the voice for women in the sector and has been supporting our corporate members in attracting, retaining and developing women into leadership roles.*

## WHO ARE WE

- > Women in Banking & Finance (“WiBF”) is a not-for-profit membership association aimed at increasing the representation of female leaders in the banking and finance sector.
- > WiBF’s corporate members represent all facets of industry, from major Australian and international banks to mutuals, insurers, investment managers, super funds, professional services, regulators, FinTechs, treasury, exchanges and corporates servicing the sector.
- > Our members collectively employ over 200,000 individuals, and we invite you to join us and get involved!

## WHAT WE DO

- > WiBF creates smart and innovative business opportunities to enable women to thrive in all stages of their career.
- > Our customised programs, top tier events and strategic networks are developed taking into account topical issues and challenges, to assist our members in meeting their business objectives.
- > We also foster industry-wide cooperation aimed at improving gender diversity and inclusive leadership practices across the sector.
- > We provide mentoring, career development and networking opportunities for female leaders; and also invite men to get involved as agents of change.

## THE WiBF WAY

- We believe that institutions must embrace global diversity and innovation, in order to achieve their full potential.
- WiBF has worked in close collaboration with corporate members to develop an understanding of the business sense and strength behind gender diversity.
- Our approach is oriented towards achieving lasting, sustainable change:
- > We believe diversity strengthens business performance
  - > We create opportunities for personal and professional development
  - > We recognise global focus, leadership and networks as key to future success
  - > We engage and influence decision makers
  - > We showcase and celebrate our successes

*The 2021 year in review.*



61 Corporate Members spanning the banking, finance, treasury, investment management, regulation, insurance, fin-techs, exchanges and professional services spheres



Our 13th Annual Forum hosted by Deutsche Bank held by livestream with over 700 participants, cementing our position as a premiere think fest in the banking and finance industry



37 webinars hosted with over 6,000 members registered covering a broad range of leadership, business, finance and wellbeing related topics



A graduating class of 140 mentors and mentees from our annual WiBF Mentoring for Success Program from Sydney, Melbourne and Brisbane



69 participants in our *Great Leaders are Made* program with Avril Henry, and 238 participants in our *Leadership 2020* program with Stephanie Burns PhD



Our 8th annual TurksLegal WiBF Leadership scholarship awarded to one lucky WiBF member who will study in 2022 at the Melbourne Business School

Our objective is to support the advancement of women into leadership roles within the sector, by providing relevant professional development, knowledge transfer, and diversity and inclusion tools that filter from the top down.



## MENTORING FOR SUCCESS

### STRUCTURED PROGRAM

### INDEPENDENCE ASSURED

### EXPERIENCED MENTORS

### EXPERT FACILITATION

### MAGIC IN THE MATCHING

### PROVEN TRACK RECORD

- > *FEMALE MENTEES* in mid-senior management matched with experienced *MENTORS* from across the industry
- > VIRTUAL and Sydney hybrid cohorts in 2021
- > 5-month program comprising workshops, personal & professional development and 1:1 mentoring
- > Organisations nominate equal numbers of mentees and mentors, who are pooled across the industry
- > Mentors are men or women with 20+ years experience in leadership roles across the sector
- > The WIBF Mentoring for Success program is facilitated by Serendis Leadership, led by Maud Lindley
- > Participants matched according to level of seniority, area of expertise, personality and learning styles
- > Our flagship program run annually since 2007 with cohorts commencing in May 2022

*Earlybird rate of \$5,500+GST valid until 31/1/2022, then \$6,000+gst per mentee.*

**GLAM**  
**(GREAT LEADERS ARE MADE)**

**STRUCTURED PROGRAM**

**PRACTICAL CONTENT**

**NETWORKING ELEMENT**

**EXPERT FACILITATION**

**NEW TO WiBF**

- > For *EMERGING FEMALE LEADERS* in banking and finance looking to grow into an executive leadership role
- > VIRTUAL cohort in 2022
- > 6 half days of development spaced over 3 months and delivered via classwork, role plays, activities and homework exercises
- > Prepare participants for more senior roles in their organisation by:
  - Day 1 & 2: Influencing through communication and listening
  - Day 3 & 4: Networking and managing your personal brand and image
  - Day 5 & 6: Finding balance and leading the future workforce
- > Learning delivered in cohorts of up to 30 participants who will learn and grow together, forging lasting relationships in the process
- > Facilitated by Avril Henry, an internationally-acclaimed keynote speaker and provocateur on leadership, diversity and workforce effectiveness and with deep experience in banking and finance
- > Commencing National Virtual Programs in March and August 2022

*Earlybird rate of \$3000+gst valid to 31/1/2022, then \$3,500+gst per participant.*

VOICE OF LEADERSHIP

EXPERT FACILITATION

PRACTICAL CONTENT

TRANSFORMATIONAL

FOCUSED LEARNING

- > For *WiBF MEMBERS* seeking to increase their influence and impact through changing own behaviours and those of others
- > Facilitated by world-renowned adult educationalist Dr Stephanie Burns who designed this program specifically for WIBF members.
- > 5 x 90 minute interactive virtual workshops
- > Participants learn about perception, influence and the effectiveness of behavioural change with activities and experiential learning:
  1. Becoming a life-long learner
  2. Overriding the habit of procrastination
  3. Managing fear, anxiety and lack of confidence
  4. Getting to know and understand yourself
  5. There's more than enough time
- > Described as “life changing” and “the best professional development of my career” by past participants
- > Will be offered in 2022 in May and August as a virtual-only National program.

*Earlybird rate of \$700+gst per participant until 31/01/22, then \$900+GST per person.*

## PEAK PERFORMANCE COACHING

### STRUCTURED PROGRAM

### FLEXIBILITY

### EXPERT FACILITATION

### ADJACENT OPPORTUNITY

### AUSTRALIA-WIDE

- > For *WiBF MEMBERS* looking to lift their performance and capitalize on career potential through 1:1 coaching
- > Four one-on-one career coaching sessions with prework to set program goals in context of participant's unique circumstances
- > Convenient virtual meetings to minimise downtime and with flexible start date and timing of sessions to meet individual needs
- > The program is led by highly skilled leaders and accredited executive coaches with extensive experience spanning banking and professional services.
- > Peak Performance is an ideal add-on to the GLAM leadership development program and can be run in parallel or sequence to amplify development
- > Offered throughout Australia to all members of WiBF
- > On demand with commencement any time

*Earlybird rate of \$2,000+gst per participant valid to 31/01/2022, then \$2250+gst per person.*

## EXECUTIVE COACHING & MENTORING

### STRUCTURED PROGRAM

### FLEXIBILITY

### EXPERT FACILITATION

### ADJACENT OPPORTUNITY

### AUSTRALIA-WIDE

> For *WiBF MEMBERS* holding executive level roles who are looking for professional development tailored to their needs

> This program is offered in collaboration with McCarthy Mentoring and is designed for executive level participants, which may include CEOs, senior decision-makers and executives from WiBF corporate member organisations.

> Structured six month professional development program.

> one2one online guided platform covering key leadership themes to support participants throughout.

> In depth interviews, organisation briefing and strategic matching with advisor (coach or mentor depending on expectations and goals).

> Offered throughout Australia to all members of WiBF.

> Program available for commencement at any time.

*\$9,750+gst per participant*

# 2022 Membership Key Dates

**YEAR ROUND ENGAGEMENT** : State Leadership Committee subco + Board

**LEARNING LIBRARY** : Webinar library and podcasts open access via member dashboard

**ON DEMAND** : Peak Performance Career Coaching + McCarthy Executive Mentoring

<p><b>JAN – ANNUAL KICKOFF</b></p> <ul style="list-style-type: none"> <li>Welcome back newsletter highlighting 2022 program dates</li> <li>State Leadership Committees refresh</li> <li>Earlybird pricing on programs ends 31 January 2022</li> </ul>	<p><b>FEB – 2022 PROGRAMS LIVE</b></p> <ul style="list-style-type: none"> <li>Membership check-in webinar to discuss program elements for calendar year ahead</li> <li>Mentoring Program – HR Launch</li> <li>GLAM &amp; VOL – last chance to register</li> <li>Applied Confidence Program</li> <li>Board nominations</li> </ul> <p style="text-align: right;">Webinars x2</p>	<p><b>MAR – GLAM + IWD SHOWCASE</b></p> <ul style="list-style-type: none"> <li>Mentoring program – last chance to register</li> <li>GLAM – program commencement</li> <li>VOL – program commencement</li> <li>IWD Macquarie Showcase livestream event + "Watch Parties"</li> </ul> <p style="text-align: right;">Webinars x3</p>
<p><b>APR – PROGRAMS CONTINUE</b></p> <ul style="list-style-type: none"> <li>SLC engagement</li> </ul> <p style="text-align: right;">Webinars x2</p>	<p><b>MAY – MENTORING KICK-OFF</b></p> <ul style="list-style-type: none"> <li>Mentoring – program kickoff</li> <li>L20:20 – program commencement</li> <li>Membership check-in webinar</li> <li>Annual General Meeting</li> </ul> <p style="text-align: right;">Webinars x3</p>	<p><b>JUN – AWARDS LAUNCH</b></p> <ul style="list-style-type: none"> <li>Awards committee launch</li> <li>Awards Program sponsorship</li> <li>GLAM – winter intake open for registrations</li> </ul> <p style="text-align: right;">Webinars x3</p>
<p><b>JUL – SCHOLARSHIP LAUNCH</b></p> <ul style="list-style-type: none"> <li>Awards Program launch + call for nominations</li> <li>GLAM – last chance to register</li> <li>SLC 2022 subco meetings</li> <li>Turks scholarship launch</li> </ul> <p style="text-align: right;">Webinars x2</p>	<p><b>AUG – PROGRAM INTAKE</b></p> <ul style="list-style-type: none"> <li>Awards Judging</li> <li>GLAM – program commencement</li> <li>D&amp;I roundtable research launch</li> </ul> <p style="text-align: right;">Webinars x4</p>	<p><b>SEP – 2022 PLANNING</b></p> <ul style="list-style-type: none"> <li>Turks scholarship (s/missions + close)</li> <li>HR/D&amp;I Roundtable</li> </ul> <p style="text-align: right;">Webinars x3</p>
<p><b>OCT – ANNUAL FORUM</b></p> <ul style="list-style-type: none"> <li>Exec Mentoring (call for participants)</li> <li>Turks scholarship (announce winner)</li> <li>Deutsche Bank Annual Forum livestream event + "Watch Parties"</li> </ul> <p style="text-align: right;">Webinars x2</p>	<p><b>NOV – RENEWALS + PREP 2023</b></p> <ul style="list-style-type: none"> <li>Awards winner announcements + event</li> <li>Membership renewals &amp; 2023 calendar</li> <li>Mentoring 2022 close</li> <li>Turks scholarship winner announcement</li> </ul> <p style="text-align: right;">Webinars x4</p>	<p><b>DEC – CLOSE YEAR</b></p> <ul style="list-style-type: none"> <li>End of year wrap up</li> <li>Office close over holiday period</li> </ul>

# *See you in 2022!*

We look forward to your participation.

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f o r g i n g   l e a d e r s h i p   p a t h w a y s   f o r   w o m e n   i n   o u r   i n d u s t r y