



# Entry to the C-Suite®

achieving career success for women through sponsorship

## >> What is Entry to the C-Suite®?

At a time when many organisations are focusing on the retention and advancement of women, it is critical to take a holistic view of how to shift gender equity at the C-Suite level by:

- > Focusing on senior leadership readiness for women to enter the C-Suite; and
- > Working with women to ensure they are prepared and ready to enter C-Suite

This program achieves this by:

- > Developing the capability of senior people through sponsoring a female at a pivotal time in their career, with a specific focus on C-Suite readiness
- > Building internal capability to implement and champion gender equity
- > Engaging organisations at an individual and on a broader level to realise gender equity outcomes

## >> How will we achieve success?

The program follows the 70/20/10 philosophy of adult learning through 70% Experience, 20% Collaboration, 10% Education, and is underpinned by 3 design principles:

- > Sponsorship
- > Pull Approach
- > Pay It Forward

By focusing on building critical sponsorship skills in senior people within the organisation to prepare the C-Suite and to strengthen the pipeline through a program that:

- > With CEO engagement, develops the sponsor and a female participant who will benefit from being sponsored
- > Targets accelerating preparedness for development & succession into C-Suite roles through sponsorship and utilising a 'pull' approach
- > Develops the C-Suite's readiness to embrace gender equity

## >> Creating partnerships to achieve success

### Structure — 6-month program

CEO nominates participant & sponsor from their organisation		
<b>CEOs</b> Development through collaboration and driving change	Events & Networking	Events: 1. Launch – Setting the scene 2. Main event – Networking 3. Finale – Keeping on track
<b>Sponsorship</b> Development through structured learning, collaboration & networking	Events, Workshops & Networking	Workshops: 1. Introduction to the C-Suite program 2. Art of Sponsorship 3. Making it happen – for others 4. Achieving a culture of equity
<b>Participant</b> Development through structured learning, collaboration, networking & complimented by 1:1 coaching sessions	Events, Workshops, Networking & 1:1 coaching	Workshops: 1. Career & personal reflection 2. Developing career goals & options 3. Making it happen 4. Developing personal & career resilience 5. Keeping on track & personal brand 6. Finale – Promoting gender equity in WA

## >> The approach

- > Organisations collectively join a program that targets accelerating preparedness for development and succession into C-Suite roles through sponsorship
- > Sponsors and participants individually and collectively focus on career orientation, preparedness, building resilience and learning how to make it happen
- > Focus on being responsible for developing others and those who can be 'pulled' forward
- > Building on networks, partnerships & leverage opportunities across the WA community

## Profile of the participant

- > Mid-level role now – manager equivalent; Potential for a C-Suite role within the next 2-5 years; and no more than 5 years away
- > Demonstrates an ability to Pay It Forward – i.e. capability to mentor/coach people below them in the organisation
- > Required to accept nomination and program obligations by demonstrating participation and stewardship, including participation in networking components

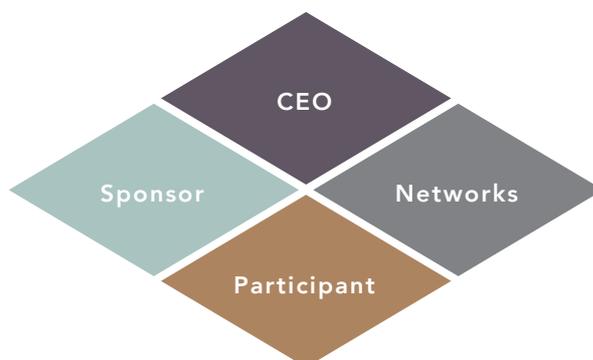
## Benefits for participants

- > Gain high self awareness of capabilities, strength and experience and the confidence to use this effectively in advancing their career
- > Develop awareness of options and possibilities for growth and career progression
- > Build career resilience and effective professional presence
- > Create a personalised career vision and map for the future
- > Develop readiness for the executive table
- > The opportunity and satisfaction of supporting others who come after them

## >> What does success look like?

- > Engagement in the approach by all participants involved in the program
- > Retention and advancement of participants
- > Pipeline of C-Suite ready participants as judged by their organisation

## >> Critical roles in the program



## Role of the sponsor

- > Commitment and personal interest in the participant's success
- > Advocate for the individual and promote inside the organisation and beyond
- > A requirement to participate in a collective sponsor briefing and bi-monthly sessions
- > Positioned within the organisation to 'pull' people through

## Role of the CEO

- > Committed leader to the vision of supporting the development and promotion of women in their organisation
- > Organisation prepared to invest in the future of the participant
- > Prepared to advocate & share learnings