

Next Level

Leadership unleashed
2020 Information pack



Our Strategic partners





Are you ready for the next level?

Your journey starts here

Why Next Level?

Next Level is AWDT's new six-month leadership programme for women involved in primary industries and rural communities.

AWDT has worked with women in New Zealand's primary sector for more than nine years to equip and support them to achieve their leadership, governance, business and personal aspirations. We know what it takes to get you there and we deeply believe in you.

The programme empowers you to understand your leadership "why", set direction and map a pathway to reach your goals.

We begin with the belief that you have within you what you need to achieve your aspirations. Together over our six months together we will support you to:

- clarify direction
- develop deeper confidence and self-belief
- gain the tools to influence and lead positive change.

You will learn the theory and psychology of leadership and communication alongside how to apply them to achieve impact in your areas of interest – whether that be in your farming or other business, in your industry or community.

Understanding this, and having reviewed existing programmes and international best practice, AWDT designed Next Level with a strong support structure that addresses the issues each individual woman faces when taking her skills to the next level.

Taking a strengths-based approach the programme provides an innovative mix of face-to-face group interaction, individual online learning options and executive coaching. Learning is condensed with minimal time spent away from home.

Next Level is delivered by expert facilitators highly experienced in executive leadership, governance and personal development.

During the 6 month programme you will:

1. Break through internal barriers to find confidence and courage

- Learn how to silence the inner critic, become your own mentor and trust your instincts

2. Develop a leaders mindset

3. Find new ways to motivate and lead

- Understanding your leadership strengths
- Recognise (know) the leader that is you and shift it up a gear
- Motivating people and teams
- Leading in the governance seat

4. Understand and develop greater influencing ability

- How to develop influence that influences
- Pathways to external influence (where do you want influence)

5. Own communication skills that don't wilt under pressure

- Having the sense of freedom to express your true voice
- Communicating through challenges
- How to tell your story

6. Connect with your tribe of like-minded, supportive women

7. Create a personalized plan of action including a governance CV

- 6-month, 1-year and 5-year plans
- Develop a growth mindset
- Governance CV and future directions

Who is Next Level for?

Next Level is for women who want to invest into their community, career or business and wants to develop their skills to engage and influence more strongly. You may be a grass-roots farmer, community-minded contributor, may want to contribute to your iwi or organisation or are a employee of a company involved in primary industries and:

- already be involved in leadership but wants to be more effective within her role often at the forefront of local/iwi issues
- be prepared to step up and lead and contribute for the benefit of her industry, community and New Zealand
- be involved in any primary industry which may be arable, horticulture, dairy, sheep, beef, deer, Māori agri-business, animal welfare, biosecurity, apiary, wine, fishing or forestry.

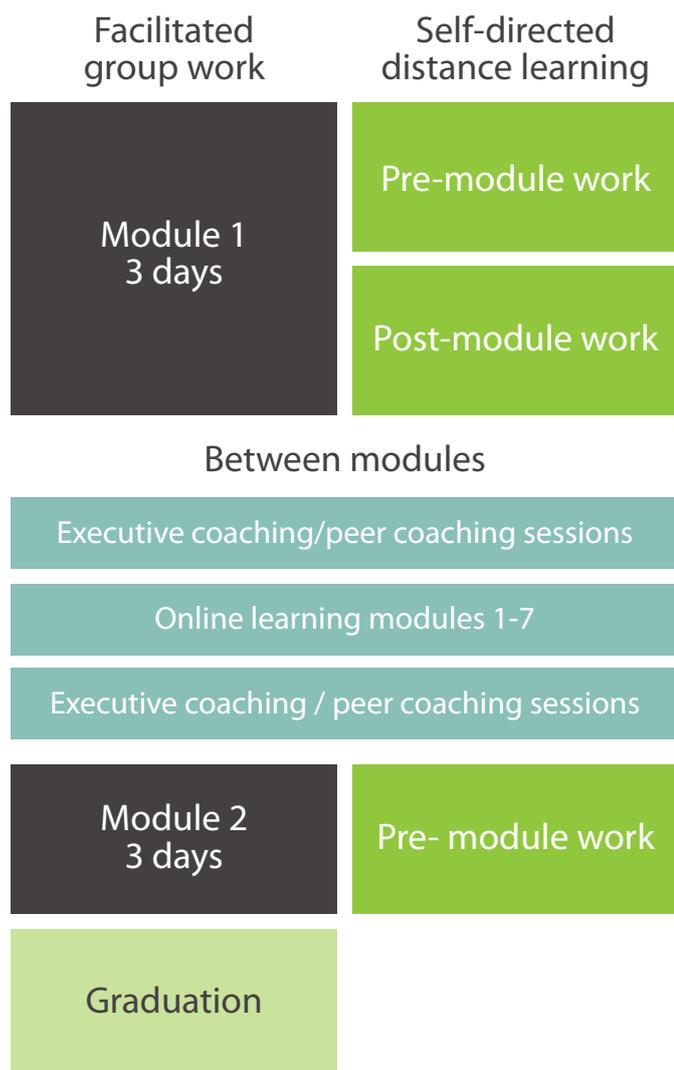
What do our 2019 Next Level Alumni say?

"I thought I was on a mission to find my "why". Actually I had that all along, it was my "how" that needed clarity. I now see myself as a leader and endeavor to always act as a leader, using a positive voice to advocate for and influence within our industry and community."

"It has refocused me - made me consider further education, broadening my networks and being part of governance roles outside of my business."

"I didn't know this was all possible. It was a pipe dream that I was watching float by. It gave me the self awareness to deal with confronting situations, tips and tricks on getting the best out of others and out of myself, and a clear path to do that."

"A wide range of woman from many ages and stages and sectors, but more than that it has encouraged me to form my own networks that are strong and deep."



Facilitated modules

Expert facilitators work face-to-face over two, 3-day modules. Modules cover core development areas, each dealing with leadership and communication from a personal growth perspective.

Developing Networks

Several opportunities throughout the year for you to meet, learn from and influence industry leaders and professionals.

Inter-module learning

Pre-module tasks support meaningful learning and stimulate thinking. Inter-module work cements learning, taking classroom theory to practical application. Self-selected online modules support your development across 7 different topics.

Coaching support

Your executive coach supports your leadership journey and aspirations throughout the 6 months, helping to identify barriers and opportunities.

Programme outline

- Discover what holds you back, gain the confidence and courage to propel forward
- Find new ways to influence and lead positive change
- Understand governance and pathways to governance
- Own communication skills that don't wilt under pressure
- Connect with your tribe of like-minded, supportive women
- Clarify your future direction, create a personal plan of action

Online learning modules

A key finding of AWDT's research was that women who were able to recognise, harness and use their strengths and skills, and then use these as the foundation of growth, were not only more likely to be successful but were able to practice sustainable and authentic leadership. Next Level offers online learning modules that you can choose specifically for your leadership journey.

There are two compulsory modules that are required to be completed prior to graduating.

1. Understanding your leadership "WHY"
2. Coaching

So you can get the most from your development and the programme we recommend one module per month, and doing at least another 2 online learning modules as well as the coaching and leadership modules. You can then choose up to 5 other online modules from the below:

1. Self awareness
2. Confidence and assertiveness
3. Personal impact
4. Networking
5. Your story

Next Level graduates complete the programme with:

1. The tools, confidence and support to take on new leadership and governance roles.
2. A clear vision of where you want to engage, with a 1-5 year goal plan to get there.
3. Enhanced skills, re-defined aspirations and direction.
4. A significant support network that includes a mentor where appropriate.
5. A better understanding of communication and decision-making.
6. A governance CV and future direction

Programme fee

Your investment to take part in Next Level is \$3000 + GST. You may receive financial support from your employer as part of your professional development.

Each participant is required to make a deposit of \$250 to secure your place on the programme. This will need to be paid at time of registration.

The remainder of the programme fee will be sent via invoice and must be paid in full prior to commencing module 1.

Travel, accommodation and meal costs are additional to the programme fee and are met by the participant.

NZ Trade & Enterprise (NZTE) Voucher Scheme

The NZTE voucher scheme is a way for small NZ businesses to tap into professional development, funded through New Zealand Trade and Enterprise.

Before applying AWDT will work with participants to ensure applications are appropriate and include all programme information. Current eligibility criteria require that applying businesses are:

- operating with 50 or less FTEs
- GST registered in New Zealand
- operating in a commercial environment i.e. currently trading
- privately-owned or a Māori Trust or Incorporation under the Te Ture Whenua Māori Act 1993 or similar organisation managing Māori assets under multiple ownership.

Under the NZTE Voucher Scheme, business should also:

- be exporting, have export potential, be involved in the export supply chain, or have the potential to contribute to economic growth in the region.
- demonstrate commitment to improving management capability. Indicators of commitment include the fact they have sought advice, have worked through the assessment process and are willing to co-fund capability building activities and make the required time commitment; and
- have an identified gap in its capability that can be addressed through management capability building and training.

If you meet these criteria the process for applying is:

1. Get in touch with your local Regional Business Partner -
<https://www.regionalbusinesspartners.co.nz/#section-contact>
2. Register your business on the Regional Business Partners Network Website
<https://app.regionalbusinesspartners.co.nz/Business/SelfRegister>
3. Advise them that you wish to apply for NZTE Capability Vouchers to undertake training through the Agri-Women's Development Trust Next Level Programme 2020.

2020 Locations and Dates:

	Palmerston North:	Christchurch:
Module 1	3, 4, 5 March	18, 19, 20 March
Module 2	15, 16, 17 September	22, 23, 24 September
Graduation dates:	17 September	24 September

Programme registration:

Programme registrations close on the 14th February 2020, unless programmes fill prior. There are a maximum of 15 places per programme (Palmerston North and Christchurch). Once you have registered and paid the programme deposit, a confirmation email will be sent, confirming your place on the programme.

Following confirmation, further details regarding pre-work and pre-module information will follow phone: 06 375 8180 or email: tessa@awdt.org.nz