

Next Level

AWDT
Agri-Women's Development Trust
Supported growth



Leadership unleashed
2021 Information pack



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Our Strategic **partners**



Cover page: Next Level Alumni Joanne Turner, Posy Moody and Lesley Coppel

Are you ready for **the next level?**

Your journey starts here

You are a change-maker - here to make a positive difference for the people, communities and land that you love.

Next Level is a six-month leadership and governance development programme empowering you to make positive impact in New Zealand's primary sector and rural communities.

It's about understanding your 'why', building the mindset and skills to lead and setting the direction towards your goals.

Next Level is designed for change-makers and aspiring leaders across the sector - from farmers and growers, to women in support and service industries, community-builders and executives.

The programme combines individual learning and support from:

- Professional facilitators and personal executive coaches - highly experienced in executive leadership, governance and personal development.
- Your cohort-for-life – a group of like-minded women who grow to trust and support each other for the journey ahead.

Together over six months we will support you to:

- Clarify your direction
- Develop deeper confidence and self-belief
- Gain the tools to influence and lead positive change

Throughout your Next Level journey, you will learn the theory and psychology of leadership and communication, and how to turn that knowledge into real-world impact in your areas of interest.

AWDT designed Next Level after a review of its research, existing programmes and international best practice – focussing on the creation of a strong support structure to address the challenges women often face when taking their skills to the next level.

The result is a programme that finds and fosters your strengths through an innovative mix of face-to-face group interaction (across two, two-and-a-half day modules), individual online learning, executive coaching and online facilitated group sessions.

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 develop the skills to positively influence their community, career, iwi or business. Participants range from grass-roots farmers and growers, to community contributors and aspiring leaders of primary sector businesses. Next Level participants may be:

- already involved in leadership but wanting to be more effective within their role.
- interested in leadership and prepared to step-up for the benefit of their industry, community and Aotearoa New Zealand.
- involved in any primary industry, including arable, horticulture, dairy, sheep and beef, deer, animal welfare, biosecurity, apiary, wine, fishing, forestry or support services.

What do the **Next Level** Alumni say?

100% of participants said Next Level met, exceeded or far exceeded their expectations.

94% of participants found the coaching sessions very or extremely valuable.

"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 endeavour 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."

"I am in leadership and had hit a wall. A coach had suggested I needed to learn how to influence others more. Next Level helped me do this. I feel really equipped to work with a wide range of people now and understand the importance of influence in leadership. Alongside this I now have tools I can use. It is very empowering."

Facilitated modules

Expert facilitators and coaches work with your group face-to-face over 5 days (split into two, two-and-a-half day modules) covering core development areas, dealing with leadership, communication and governance 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. Online facilitated group sessions help keep you on track and connected as a group.

Your cohort-for-life

Each programme is limited to 15 women who learn and grow together.

Coaching support

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

Facilitated group work

Module 1
2.5 days

Self-directed distance learning

Pre-module work

Post-module work

Between modules

Executive coaching/peer coaching sessions

Choice of online learning modules 1-7

Executive coaching/peer coaching sessions

Module 2
2.5 days

Pre- module work

Graduation



Next Level 2020, Palmerston North

Online learning modules

Recognising and harnessing your strengths is the foundation for cultivating, then sustaining, your authentic style of leadership.

Next Level offers online learning modules that you choose specifically to match your leadership journey. There are two compulsory modules that are required to be completed prior to graduating.

1. Understanding your leadership "WHY"
2. Coaching

You can then choose up to five other online modules from:

3. Self-awareness
4. Confidence and assertiveness
5. Personal impact
6. Networking
7. Your story

We recommend you aim to complete one module per month and do a minimum of two optional modules, in addition to the compulsory coaching and leadership modules.

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 \$4,000 + GST. You may receive financial support from your employer as part of your professional development.

Each participant is required to make a deposit of \$400 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 to NZTE, 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, businesses 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
- check for available vouchers in your region.

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.

2021 Locations and Dates

Location	Module 1	Module 2 + Graduation
Palmerston North	16 – 18 March	7 - 9 September
Hamilton	23 – 25 March	14 – 16 September
Dunedin	13 – 15 April	28 – 30 September
Christchurch	4 – 6 May	2 – 4 November

Programme registration:

Programme registrations close about a month prior to module one, unless filled prior. Once you have registered and paid the programme deposit, a confirmation email will be sent, confirming your place on the programme.

If you have any questions at all, please get in touch for a chat on 06 370 2568. We look forward to seeing you at Next Level 2021!

Ngā mihi nui

The AWDT team