



Emerging Leaders Program

EMPOWER | EQUIP | EXPAND



✓ IS YOUR BUSINESS LOOKING TO?

- Invest & provide **meaningful development opportunities** for your high-calibre female talent?
- Increase the **representation** of women in your **senior leadership** positions?
- Strengthen your **attraction of future female talent** through your demonstrated commitment to female advancement?
- Provide **opportunities for managers** to be more **effective allies and leaders** to support their female leaders achieve their career goals?

✓ WHY TDC'S PROGRAM?

- **Evidence-based program** grounded in positive psychology, organisational & behavioural neuroscience and the latest gender diversity research
- Rated **4.9/5**, it is the **highest rated leadership program** for emerging female leaders across **Asia-Pacific**
- The program has **empowered +5,000 emerging female leaders** around the world, including an established **global online network of +30,000 leaders**
- Delivered by **expert DEI leadership consultants** with **lived experience** and understanding of **cultural nuances across Asia-Pacific**



Why invest in your emerging female leaders?

INCREASED RETENTION

- The program is designed to develop women at the early to mid-level of their careers, where the highest drop-off occurs within organisations.
- Organisations benefit from increased efficiency, drive and retention as employees feel valued when their organisation invests in them.
- Typically, organisations focus and invest a lot to attract diverse talent, however, if they're unable to retain them, the cost to the business can be 2-3 times the employee's salary.

IMPROVED ATTRACTION OF HIGH-CALIBRE FEMALE TALENT

- Future female talent is attracted to the organisation due to opportunities for development.
- 76% of people believe a diverse and inclusive workplace culture is imperative for the employer they choose to work for.

GREATER ADVANCEMENT OF FEMALE LEADERS

- With emerging female talent staying longer at the organisation and being equipped with the tools to lead effectively, they are more likely to advance within the organisation, contributing to higher numbers of female senior leaders and improved female representation across all levels.



The Emerging Leaders Program

We know that to retain and advance women in their rising careers, having tailored programs for their personal and professional development is pivotal in their career success. With a rapidly changing world, this is the time to be investing in the talent you have to unlock their true potential and create a culture where they really can do their best work.

The Emerging Leaders Program is a unique leadership development program for female early to mid career managers and leaders, enabling exceptional performance, behaviours and mindsets. With an evidence base in positive psychology, organisational neuroscience and behavioural research, participants are immersed in a holistic experience informed by the latest in gender diversity and inclusion research, leadership development and wellbeing principles.

Over two full day training sessions and complimentary events, the Emerging Leaders Program is for women who want to deepen their leadership capability and accelerate their transition into more confident, capable and authentic leaders. **Everything is provided for a rich and empowering learning experience singularly focused to enabling each participant to achieve their own unique vision of success.**

- Evidence based and highly interactive learning journey
- Written guides, learning materials and resources for the program (also complimentary welcome box for all participants)
- Pre and post program evaluation survey
- Virtual small cohort learning groups
- Industry expert mentor coaching session
- Pre and post manager program to support the female leaders throughout and beyond
- Post program followup

Two-day Program **Overview**

PRE-PROGRAM

- Meet & Greet (M&G) Kick-Off
- Pre & Post Survey Benchmarking

DIAGNOSTICS

- People Styles Quiz by David Merrill and Roger Reid
- 180-degree Manager Feedback Loop
- Manager Support Guide

DAY ONE:

PERFORMANCE & IMAGE

The Evolving Landscape of Leadership & Moonshot Visioning

- Explore the changing landscape of women in leadership and redefine success in leadership roles.
- Develop a moonshot career vision to inspire and guide your professional journey.

Defining Your Leadership Brand

- Identify your core values, both personal and professional, to establish an authentic leadership style.
- Create a strategic plan to align your actions with your leadership brand and goals.

Owning Your Successes

- Discover & break the bias by celebrating our accomplishments in the face of imposter syndrome, stereotypes, and cultural challenges!

Two-day Program **Overview**

DAY TWO:

EXPOSURE

Risk Taking

- Explore the importance of embracing uncertainty and taking calculated risks in leadership roles.

Empowered Communication

- Explore a four step framework for taking challenging conversations in the workplace
- Apply the communication framework to real life challenges in the workplace

Expanding Your Strategic Network

- Learn how leaders use and create professional networks to accelerate their career
- Learn the difference between sponsors, mentors and why sponsors are key to advancing women's career trajectories

Your Leadership Blueprint

- Take the strategies and tools learnt from the program to create a leadership blueprint that will assist you to enable lasting change in your career journey

POST-PROGRAM

EXECUTIVE MENTOR

NETWORKING

- We bring in an Executive industry leader to provide mentorship for the group to ground the lessons learned throughout the program in real-world experience & advice.

Our Program Impact

95% of participants report feeling adequately equipped with tools to achieve leadership success

83% of participants report meaningful growth in their network

80% of managers report noticeable improvements in participants confidence & leadership capability

78% of participants report greater confidence, clarity of their strengths, leadership vision & barriers to it

88% of participant retention rate

70% secure promotion within 6-12 months of completing the program

What they're saying



This is an exceptional program. Engaging, interesting and full of genuinely useful frameworks and advice. Each of the participants had different reasons for attending the course and different things they wanted out of it. I think there was enough content and space in the discussion for us to get exactly what we wanted, and a whole lot that we didn't know we needed!

Customer Success Manager, Federal Government

It was a great experience being a part of the Emerging Leaders Program. The program structure gave us opportunities to connect and learn from like-minded women. There were several practical tools that were discussed to help us take charge of our careers as individuals, managers, or peers. I also uncovered personal blindspots that we have when dealing with people. I would highly recommend this program.

Senior Solution Consultant, ADOBE

Their Emerging Leaders program was very strong: a perfect blend of self-reflection, learnings, group discussions, 1:1 coaching, all connected thanks to the action-oriented framework to help you build your strategy and journey. Great facilitator and a great group. Highly recommend!

Sales Manager, GOOGLE



Program Details

PARTICIPANT NUMBER: 15 OR MORE

***PLEASE NOTE THIS PROGRAM IS AN INTERNAL INITIATIVE DESIGNED FOR EACH ORGANISATION.**

Inclusions

- Two-day ELP Workshop
- ELP Workbook
- Leadership Development Blueprint
- People Styles Quiz by David Merrill and Roger Reid
- Pre-program Manager Feedback
- Invitation to our Mentor Session with Female Senior Executive
- Ongoing support as needed from TDC Global team
- Access to TDC Global's resource hub post program



Who we are



TDC Global is a diversity, equity and inclusion (DEI) consultancy that enables organisations to succeed by integrating DEI.

We equip our partners to attract, retain and advance top talent through leveraging generational, cultural and gender diversity.

We are a passionate collective of changemakers that spark lasting impact for organisations.

We exist to accelerate societal progress towards equity.



Our Core Services

1. TALENT ATTRACT & AMPLIFICATION

Our global database of 30,000 female talent provides us the edge to support organisations to build their talent acquisition strategy & amplify their brand to be an employer of choice for top talent

2. TRAINING, WORKSHOPS & ON-DEMAND LEARNING

Join us for our flagship 2-day Emerging Leaders Program or have us facilitate a pre-designed or bespoke workshops to build champions of DEI. This includes; Allyship, Inclusive Leadership; Resilience & Growth Mindset.

3. DIVERSITY, EQUITY & INCLUSION STRATEGIC CONSULTING

We offer tailored consulting services to clients who are seeking help with their unique DEI problem statement that requires a more nuanced approach.

Trusted by leading organisations



Thank you !

We look forward to working with you.

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