



Positioning female talent for leadership excellence:

“The Me First” Group Talent Program


KATE CHRISTIE

The Challenges Your Female Talent Face

Challenge 1: Limiting Self Beliefs

Holding limiting self beliefs such as imposter syndrome is a major reason many women do not flourish in their career, or worse, choose to opt out of their career. Not only does this impact these women as individuals - it also presents a significant risk to the retention of your key talent

You want your talent to be self assured, empowered, and with a clear brand that they can articulate with confidence.

Challenge 2: Busy but not Productive

Excellent time management is one of the top 5 soft skills employers desire in their people. However, many professionals establish poor time habits and patterns that see them consumed by 'busy'ness', working all hours, and risking overwhelm and burn-out.

You want your talent to be productive (not 'busy') and enjoying great work/ life balance so they turn up for work refreshed, engaged, and with the focus to deliver exceptional results.

Challenge 3: Lack of clarity about future career direction

Regardless of how high performing your talented women are, being constantly busy means they don't have time to think about the future, let alone curate it. They don't strategically plan for or set concrete, positive, measurable career goals.

You want your talent to be successful, ambitious, high achievers who constantly set the bar higher and take control of their future.

Who this Program is For

The 'Me First Group' Talent Program is designed for mid-level female talent in your organisation. It is specifically curated to address and solve for the 3 key challenges I see my C-Suite and Executive women make - prior to your up and coming female talent reaching these senior leadership roles.

The program can be run for women who are part of a particular team; within a designated location; or across your organisation - women:

- who are mid-level leaders; emerging leaders; technical talent; and individual contributors
- with a demonstrated aspiration to progress within your organisation
- with a demonstrated commitment to and capacity for ongoing development
- with demonstrated performance in their current role

At CyberCX we recognise that investing in our female talent is an investment in our future, in our commitment to excellence for our customers and in our commitment to providing career and personal growth opportunities for our people. To date we have put over 60 women through the Me First Group Talent Program and the results have been exceptional. We have consistently seen program participants achieve significant time management improvements, career planning clarity and brand management growth. The Me First Talent Program is now a key pillar of our training, attraction, retention and development strategies.

Snezana Baka, Chief People Officer CyberCx



The Outcomes your People can Expect

Each participant completes a pre and a post program self assessment, rating their ability to articulate their personal brand; manage their time; and to set and implement goals. These measures are reported to you.

The “Me First Group” Talent Program moves participants from:

1. Having Limiting Self Beliefs **TO** Limitless Self Confidence
2. Being Busy **TO** being Productive with genuine Work/Life Balance
3. Having No Clarity about the Future **TO** having Crystal Clear Clarity about the future

44% of participants saw a 50%+ improvement in their ability to articulate their personal brand and 100% saw an overall improvement.

61% of participants saw a 33+% improvement in their productivity and 100% saw an overall improvement.

57% saw a 50+% improvement in their ability to set goals, and 65% saw a 33+% improvement in their ability to deliver their goals, with all participants reporting an overall improvement.

98.5% of participants would recommend this exceptional program to other women.

The Top 10 Benefits your Organisation can Expect

1. Talent retention
2. Talent attraction and acquisition
3. The fostering of cross organisational collaboration, collegiality and relationship building
4. The significant development of participant competencies across impression management and personal branding
5. The significant development of participant self confidence
6. The significant development of competencies across productivity and time management
7. The significant development of competencies across career management, goal setting and goal implementation
8. The cascading and sharing of newly acquired skills by participants to non participant colleagues and managers
9. The preparedness of participants to self nominate and self promote for opportunities within your organisation
10. Synergies and wins across other target programs including Wellness and Diversity

Testimonials

This is one of the best programs I have ever experienced - I have time, confidence and a crystal clear clarity for what I want my future to hold. I loved working with Kate - she is smart, savvy and incredibly invested in her clients. **Akku John**

The course was beyond my expectations and I learnt so much. We covered a range of topics from Brand, LinkedIN, Imposter Syndrome, goals and many time management strategies. Kate has the natural ability to provide constructive feedback in a frank but friendly manner. Which made the course more enjoyable and boosted my confidence. **Leigh Kinnaird**

I got an incredible life direction change as a result of this program. **Karenza Tureia**

The program was carefully curated by the very talented Kate Christie to challenge our mindsets, apply practical strategies and set goals so that we can take control of our lives and our pathways to our defined success. **Georgie Hill**

I highly recommend her Me First program. **Megha Koli**

Kate is AMAZING! The women (including me) who turned up every week, who actively participated, who did their homework (and in turn got amazing feedback and comments/suggestions) got SO MUCH out of it. Kate is Fabulous!! I learned so much about myself, about how easy it is to make changes, how to set goals, how to brand myself and how to show up for me in all aspects of my life. **Eliza Catchlove**

I highly recommend anyone who is thinking about going through the course to give Kate's course a go and once you have learnt the skills, it will be helpful in both your personal life and the career you craft for yourself. **Celia Yap**

Kate gives everyone individual and bespoke feedback on their homework throughout the course meaning we all get the benefit of individual coaching throughout. The feedback from both participants and the business has been overwhelmingly positive. **Jess Dryburgh Aitken**

Kate's energetic and direct mentoring during the Me First Program encouraged confidence and ambition for myself and peers. I now feel I have more control over how I choose to invest my time to maximise its opportunity, align to my values, and continue challenging myself. This was a great program, which I would certainly recommend. **Julia Wulf-Rhodes**

The thing I love most about this course is the opportunity to stop and focus on me, my values, my goals/my achievements/ and where I want to be. We don't get to spend focussed time very often, but I look at things differently now. **Tori Lane**

A huge thanks to Kate for teaching us and making me stronger as a person but also us as a team of women in our company. **Jeanne Van Heerden**

I am truly grateful to Kate: she is so generous with her time and knowledge and what I have learnt will serve me (and those close to me!) for the rest of my life. **Claudia Muller**

Kate's ability to coach us to identify our goals and values, and to help guide us to manage and direct our time more efficiently and effectively both personally and professionally was incredibly beneficial. Kate's course gave us the space to reflect on our self awareness and our brand in an uplifting positive and encouraging environment. **Rebecca Fountain**



“The Me First” Group Talent Program - Module Overview

1. Limitless Self Confidence:

Module One Lifestyle Limitations: Understand the limiting self beliefs that hold you back

Module Two Lifestyle Challenge: Learn the strategies to challenge these limiting beliefs

At the end of this module you will understand which limiting self beliefs hold you back and will own the strategies to challenge them. You will have a crafted personal brand including a new LinkedIn profile. You will hear from others in your organisation so that you know that you aren't alone.

2. Genuine Work/Life Balance:

Module Three Lifestyle Audit: The 5 Steps to find 30+ hours of lost time a month to maximise your productivity

Module Four Lifestyle Strategies: Learn and implement key productivity strategies for immediate time back and understand how to sustain these results

At the end of this module you will master the 5 SMART Steps, you will understand exactly what your time habits are costing you, and will have implemented the first set of strategies for immediate results.

3. Crystal Clear Clarity:

Module Five Lifestyle Clarity: Gain absolute clarity over what you most value and your Vision for your future

Module Six Lifestyle Curation: Gain absolute clarity over your career and life goals

At the end of this module you will understand exactly how to set and smash your work and life goals and you will have a set of fully articulated and planned goals.





About Kate Christie

I was 40, building a life as a lawyer turned senior executive in one of Australia's biggest companies. I was also CEO of my household, with three children under three. One day, being a 'superwoman', I dropped my son at school. I had the suit, heels, red lipstick. I had it all—except cupcakes for 'cupcake day'. My son was in hysterics and I was in crisis mode. When I walked, late and guilty, into my first boardroom meeting of the day, everyone looked silently at their watches and I had the profound realisation that I was the only member of that executive team without a full time, stay at home wife.

And I thought, ***'I can't do this anymore.'***

That was my sliding door moment - I opted out of my brilliant career due to the guilt, stress, loss in confidence, fear of sharing that I was not coping and an overwhelming inability to see a tangible career path that would allow me to actually 'have it all'. I opted out because I felt that I had no choice.

But I was wrong. If I'd possessed the time management skills, confidence in my brand, and level of clarity over my career path that I have now, I could and would have stayed in that organisation.

These days I am a time management specialist, coach, international speaker and the best selling and award winning author of 5 books.

I am an opinion columnist for CEOWorld Magazine and Your Life Choices. My stable of clients include Nasdaq, ASX, Paris and London stock exchange listed companies including Atlassian, L'Oreal, BUPA, Westpac, Specsavers, BAE, Air Liquide and Mission Australia. I am trusted to provide training to The Department of Prime Minister and Cabinet, Australian Supreme Court Judges, and the European Union. My reputation is that I find my clients 30+ guilt free lost hours of time a month to ensure they can design and live a life they love. A life where they can 'have it all'.

My driving passion behind **"The Me First" Group Talent Program** is to ensure that your talented women never feel that their only choice is to opt out of a career they love for want of time, lack of confidence, and lack of clarity over their career direction.





KATE CHRISTIE

Where to From Here?

To discuss this 12 week
(1 hour per week) online Program
contact Kate Christie at

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