



WOMEN IN CONSTRUCTION

EMERGING LEADER PROGRAM

FOR THE CONSTRUCTION INDUSTRY

Lysander's Women in Construction program spans six months. It is an immersive leadership development course designed to challenge women to see themselves, their responsibilities and their opportunities with fresh eyes, enabling and inspiring them to achieve their career and life goals within construction.



LYSANDER

Designed and produced by Lysander Consulting Group. Finalists in Best Leadership Development Program 2019 & 2022:

A VIBRANT, EMPOWERING EXPERIENCE WITH GENUINE OUTCOMES

The program immerses participants in a vibrant, multifaceted learning experience, from self-paced digital modules with rich, immersive content to workshops, which provide the opportunity to share knowledge, practice and consolidate learning. Our program allows women to interact with their peers across various mediums, with the opportunity to gain insights and build powerful new connections.

Upon graduating from the program, participants will be able to demonstrate:

- Increased capability and confidence in taking up their role in a male-dominated environment
- Build a network of like-minded women who can maintain their authenticity in a complex and changing workplace
- Grow leadership skills in readiness for more senior leadership roles as the opportunity arises
- Have a forum to discuss challenges and explore ways to navigate them
- Build social awareness and influencing skills
- Be adaptable to the needs of the environment without losing their own inherent skills as females around empathy, a natural sense of timing and agility of thought
- Gain awareness and skills in how to advocate for a psychologically safe workplace



ARE THERE ANY WORKSHOPS?

Five face-to-face workshops provide the opportunity to share knowledge, practice and consolidate learning, allowing women to interact with their peers, and receive the opportunity to gain insights and build powerful new connections.



HOW MANY MODULES ARE THERE?

Six self-paced digital modules with rich, immersive content such as videos, assessments and micro-learning



WHO SHOULD ATTEND?

Aspiring women who are may or may not be in leadership roles who are keen to grow and develop as well as those looking to make the step toward becoming a leader.

THE PROGRAM WILL CONSIST OF:

EMOTIONAL INTELLIGENCE

What is Emotional Intelligence (EQ), and how does that help women in construction lead authentically and step into challenges such as managing conflict? This introduction to emotional intelligence includes the opportunity to receive 360-feedback to gain insight into their current level of EQ.

EMOTIONALLY INTELLIGENT LEADERSHIP

Leaders will learn how emotional intelligence (EQ) allows them to be convincing leaders. Participants will be intrigued by the science behind EQ and its essential role and use this to build on their personal realisation of their current approach.

RESILIENT COMMUNICATIONS

Genuine organisation success occurs through teamwork. This is a chance to examine how women can form partnerships, use networks to achieve results and provide team members with feedback to close performance gaps.

POWERFUL CONVERSATIONS

Communication skills evolve and can be refined, here, leaders deep dive into the science of communication, exploring areas such as listening, questions, nonverbal messages, and the impact the finesse behind these have on building highly engaged teams.

LEADING WITH PSYCHOLOGICAL SAFETY

Perhaps more than most, women in construction know how important it is to create a psychologically safe workplace. This represents a chance to identify, assess and control psychosocial hazards, creating an environment where risk is mitigated and people can thrive.



DEFINING TEAM CULTURE

Earlier work on Emotional Intelligence, Communications and Psychological Safety is further considered in developing a stronger, healthy team culture and understanding the impact of how employee work contributes to larger objectives.

UNDERSTANDING COACHING

Coaching sessions are critical to increasing leaders' self-awareness and supporting team members' learning. In this self-paced module, participants will receive coaching frameworks as a foundation for a range of situations.

GROWTH & PERFORMANCE THROUGH COACHING

Building on their knowledge of coaching, this workshop provides the opportunity to develop coaching skills and put them into practice through guided activities.

LEADERSHIP PRESENCE

In today's construction industry, it certainly helps to bring your thoughts and opinions across effectively. In this module, women are challenged to consider where to influence and persuade into the organisation.

INFLUENCING IN PRACTICE

Women will look at how effectively they establish credibility and influence stakeholders without losing authenticity and a sense of the female self. This is a highly practical program with targeted feedback to fast-track development and growth.

LEADERSHIP LEGACY

At the conclusion of the program, leaders reflect on their growth as women in construction. This provides a clear foundation for further development as they explore strategies and resources for continuing the journey.