



Lift

Sponsorship program

A transformational development experience enabling and inspiring leaders to advocate for and support diverse talent

Yo&
Co

Programs and mindset coaching | Workshops and keynotes | Industry coalitions

Evening out the bumpy path to leadership

Enabling and inspiring leaders to advocate for and support diverse talent in investment management

Ascending the path to senior leadership depends on so much more than raw talent. Your networks, personality type, confidence and life capacity are all major contributors to your ability to navigate organisational systems, capture opportunities and manage the intensity that executive aspirations bring.

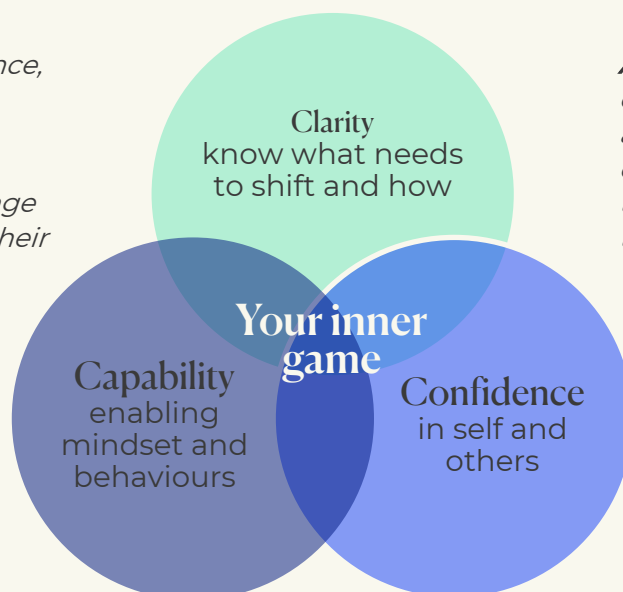
This reality means some people face more potholes, dead-ends and detours than others. How much you fit in with the dominant archetype is a major indicator of the ease of your path.

Because top leadership ranks are more likely to be extroverted A-types, with certain interests and without primary caring responsibilities, the strength of this archetype will create bypasses for like talent to thrive. Gender and cultural background are predictors of this archetype too.

As stakeholder pressure mounts to improve diversity, leaders are looking for guidance on how they can be part of the solution, not just labelled as the problem.

In this 6-month development experience, Lift develops your current and aspiring leaders in parallel across the areas of clarity, confidence and capability, and anchored by the inner game of leadership.

***Leaders** have confidence, capability and commitment to proactively sponsor atypical talent in a range of ways that support their potential*



***Aspiring leaders** have confidence, capability and commitment to take on growth opportunities that ensure they realise their full potential*

Working on your inner game

Developing sponsors and sponsees so they can elevate their leadership impact and empower others by first unleashing their own potential

Great leaders know their role is to bring out the best in others and empower them to shine. Doing the lifelong work to be your best version of you, moment to moment, is the essential habit of leadership development. And that's why we're focused on helping you master your inner game.

The inner game reflects the science and leadership theory that states your ability to fully express your skills and talents, embrace complexity and make great decisions, build the collective intelligence of your teams and enjoy a sense of personal flourishing depends on your ability to work with your ego, identity, mindset and beliefs. That's because the inner game is always meditating the outer game, creating strengths and shadows.

Lift supports sponsees to play the inner game and in turn discover their greatest growth edge. In tandem, sponsors discover how they need to evolve to more effectively advocate for great talent while the program structure supports the connection, visibility and commitment required for effective advocacy.

“True development is about transforming your operating system, not just increasing your fund of knowledge or behavioural repertoire.”

Bob Anderson,
creator of The Leadership Circle profile



A dual development path for sponsors and sponsees

Cultivating the attitude and inspiring action that enables potential

Sponsor development pathway

Lift supports and challenges leaders to move beyond managing and mentoring others to use the full suite of sponsorship tools that enable talent to thrive.

We use powerful content and tools that generate the insights and confidence to support action.

Stage	Sponsorship behaviours
Advocates	Uses reputational capital to publicly advocate for potential and promotion
Amplifiers	Amplifies voice by boosting confidence, platforming and reinforcing
Connectors	Connects talent to high profile networks and opportunities
Enablers	Addresses system and culture barriers that inhibit talent
Mentors	Provides advice, support or coaching to support current and future potential

Source: Herminia Ibarra, adapted by Yo&Co

Aspiring leader development pathway

Lift supports and challenges aspiring leaders to take hold of their careers with clarity and confidence so they can chart a pathway to leadership. We focus on the following areas through highly experiential learning complemented by peer coaching and leader sponsorship:

- Self-leadership and adaptability
- Leadership purpose and career strategy
- Energy management
- Influence and impact
- Networking

Stage	Career experience of diverse talent
Thriving	Open and growing; purposeful and energised; clear path for progression
Growing	Moving forward but striving and effortful
Drifting	Directionless and distracted, career is on autopilot
Surviving	Frantic and chaotic, focused on the day-to-day
Languishing	Broken and exhausted, overwhelmed by work and life

A mixed-mode format

Offering a range of modes and formats to meet the realities of our busy lives and careers

We know life is busy and carving out time to work on ourselves, our career and our leadership can feel overwhelming. That's why Lift comprises a range of modes, formats and durations, including:

- In-depth face to face full days (sponsees only)
- Half day virtual workshops
- 1 on 1 coaching
- Sponsor catch ups
- Self-directed learning
- Networking dinners

Staging the program over six months allows us to pace the program to meet the demands of a busy career without compromising on content and impact.

Target audience

This program is designed for leaders who are looking for powerful insights and practical tools that help improve their ability to enable diverse talent to thrive.

The aspiring leaders' stream is designed for all high potential diverse talent.

Mixed mode development experience



Investment

Lift is packaged and priced as an all-inclusive, 6-month program comprising:

Sponsees

- 2x full day workshops (F2F)
- 3 x half day virtual workshops
- Unlimited 1 on 1 coaching
- Networking dinners.
- Clarity 4D personal profile report.
- Workbooks, inspiration emails, ad-hoc phone / email support.

Sponsors

- 2 x 3 hour workshops (F2F)
- 3 x virtual check-ins with insights into key sponsor habits.
- Networking dinner.
- Clarity 4D personal profile report.
- Editable workbooks, inspiration emails, ad-hoc phone / email support.

Ideally capped at 24 participants per program, 12 sponsors and 12 sponsees.

Price per participant is \$5,200 plus GST.

Program facilitator

Yolanda Beattie

Yolanda Beattie founded Yo&Co in 2019 after spending three years leading Mercer's diversity and inclusion consulting practice and before that three years leading the Workplace Gender Equality Agency's public affairs team.

Her 20-year career has focused on influencing change by expertly facilitating conversations that capture hearts and minds – at a national, industry, organizational and individual level. She brings to clients an infectious energy, passion for breaking the mould and insatiable desire to get to the heart of issues in pursuit of solutions that work.

Yolanda holds a Bachelors degree in Commerce, a Masters degree (with merit) in public policy and is a certified executive coach (IECL).



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