UNLOCKING COURAGE IN WOMEN SO THEY CAN BE SEEN AND HEARD AT HOME, AT WORK AND EVERYWHERE IN BETWEEN.
Flagship Course

The Compass Flagship 7 Day Leadership Course (spread over 3 months) is a transformational program that links women’s ambition with their deepest sense of purpose and core values. The program works on the premise that you have to know yourself before you can lead others. It is designed to bring out women’s unique strengths and qualities in a supportive environment that fosters collaboration, ultimately increasing leadership capability.

WHO IS THIS COURSE FOR?

EMERGING LEADERS
Women who are capable yet can doubt their ability to step up and be noticed.

DIRECTORS AND HEADS OF DEPARTMENTS
Women who want to create sustainable cultural change within their organisation.

SMALL BUSINESS OWNERS
Business owners looking for ways to effectively communicate and engage employees whilst enhancing their personal leadership capabilities.

INDIVIDUALS
Individuals thinking of a career change, further study or gaining clarity on ‘what next’.
If you experience any of the below, the Compass 7-day Leadership Course can help you identify and move through old habits in a supportive and trusting environment and help you recraft the future you want for yourself.

- Imposter syndrome
- Lacking clarity on what next for your life
- Having trouble bringing your authentic self to the table when leading, for fear of being judged
- Negative self-talk and an inner critic that holds you back
- Being visible and speaking up
- Losing your voice among certain situations or people
- Avoiding difficult conversations
- Difficulty influencing and motivating your team
- Don’t consider yourself a leader (if it’s not in your job title)
- People pleasing and saying yes to everything but later feeling overworked and out of balance sacrificing the things that really matter to you
- Perfectionism and always feeling like you need to be in control
- Constantly comparing yourself to others
- Being hard on yourself

We desperately need more leaders who are committed to courageous, wholehearted leadership and who are self-aware enough to lead from their hearts, rather than unevolved leaders who lead from hurt and fear.

BRENE BROWN
Social Researcher, Acclaimed TED Talk Speaker & New York Times Bestselling Author

With the skills gained through this immersive 7-day course you will walk away feeling empowered, using your voice in situations you previously may have avoided.

You will feel more equipped to have difficult conversations that result in constructive outcomes for all parties. Typically, we see women who complete the course more able to:

- Take on new challenges at work
- Be promoted in their workplace
- Back themselves and their ideas for further development opportunities and learning
- Feel more able to speak up if something is not sitting right in their personal and professional life
- Address underlying issues which may have previously held them back from achieving their greatest potential
- Live a richer and more fulfilled life
- Feel more connected to themselves and have a greater understanding and appreciation for their skills and abilities
- Combat negative thinking patterns that can hinder success
The numbers are in... the Compass flagship leadership course works!

- 30% overall increase in leadership capability at work
- 25% overall increase in ability to deal with challenging situations
- 50% of participants are promoted within 6-12 months of attending

100% of participants feel the program met their expectation, from which 70% report the program exceeded expectation.
Course Content

**MODULE 1 - SENSE OF SELF (2 DAYS)**

Embarking on this transformational process, we start with a deep dive into purpose – what are your core values, what does leadership mean to you and how understanding this will set the path for a more fulfilling, purposeful future.

**MODULE 1 INVOLVES**

- Connecting with the wider group and your Triad: these are the two other women you’ll work closely with throughout the program. They will become your coaches, trusted advisers and in many cases, lifelong friends.
- Completing an immersive values elicitation exercise which enables you to clearly identify your core values: what ignites you, what drives you, and what are you most passionate about.

**KEY TAKEOUTS**

- A clearer sense of your core values and how these underpin your goals.
- Ability to recognise situations that work for you, as well as those which may be triggering.
- Clarity around why you do what you do and why it is important to you.

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**LEAH JOHANSEN**

Organisation Development Adviser, City of Greater Bendigo

The course content is fabulous. I have already taken so much away from the first module that I have been able to apply both at work and at home. I also have an inner contentment and satisfaction that I didn’t have before, knowing I have a support network is an incredibly powerful and positive part of the course for me.

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**MODULE 2 - UNDERSTANDING YOUR THINKING STYLES (2 DAYS)**

Our mind is a maze that we can often get lost in. With the help of the LSI diagnostic tool (Learning Styles Inventory), module two provides a map to the mind – exploring how we think, unpacking the stories we tell ourselves, and understanding how mindfulness can be a breadcrumb trail when seeking clarity.

**MODULE 2 INVOLVES**

- Understanding individual thinking styles and exploring your own self-talk using the Life Styles Inventory (LSI) diagnostic. This is followed by a speed coaching session with an LSI accredited coach.
- Delving deep into the concept of mindfulness, including an immersive mindfulness workshop with a leading expert.
- Learning from experience – connecting with real life leaders via a Q&A panel who speak openly and honestly about the challenges and triumphs of their leadership journey.

**KEY TAKEOUTS**

- A recognition of the power of your individual self-talk, and the impact stories can have to both personally empower, and disempower.
- Greater self-awareness and a renewed confidence to move through challenging situations.
- An ability to isolate and re-frame limiting beliefs that may have held you back.

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**KATE O’CONNELL**

Finance Director, Matchbox Pictures

Module 2 was enormously powerful, engaging and thought provoking. More so than I could have expected.
MODULE 3 - STRATEGY, INSIDE-OUT & COMMUNICATION SKILLS (2 DAYS)

By identifying a strategy for-self that is enduring and holistic, you will be ready to start achieving your visionary goals. Once completed, our Inside-Out session will help you better articulate yourself, be more visible in the world, have greater influence and impact.

MODULE 3 INVOLVES

- Creating a personal strategy map outlining purpose, values, personal outcomes - for you, your relationships and your work.
- Recognising different learning styles (using the 4Mat Learning Type Measure) and understanding how to better craft your message to engage a wider audience.
- Exploring the concept of being authentically visible in work and life; during the Inside-Out session we equip you with new skills on how to communicate this outwardly (both in your physical presence and verbal presentation).

KEY TAKE OUTS

- An understanding the fundamentals of effective communication considering different learning styles.
- An ability to succinctly craft a message to engage your target audience.
- A tangible action plan that encompasses your goals, your values and your purpose.
- A new-found courage to better lead and achieve your visionary goals, both personally and professionally.

GRADUATION - A CELEBRATION OF LEARNING (1 DAY)

Graduation day is a celebration; an opportunity to share, with your Triad and the group, your experience and learnings from the course. It gives you a chance to put into practice the knowledge that you have acquired in a deeply supportive environment. This is always a highly emotive, engaging and thought-provoking day which showcases authentic women’s leadership at its best.

We have seen this course have a truly transformational effect on women - on graduation day, we want to hear your story!

TONI COSTELLO
Senior Strategy, Investment & Evaluation Officer, NECMA

I now realise I have what is needed inside of me to be the best version of myself. I just couldn’t see it...until Compass graduation! I know who I am now and where I want to go to lead a happy and fulfilling life personally and professionally.

JACQUI LEVY
Service Planning Analyst, Sydney Water

The values and purpose work really came together in Module 3 and the path feels very clear now with the completion of the Personal Strategy Map and Inside Out session.
POST COURSE - MENTORING (12 MONTHS)

> 12 months of post course support with bi-monthly, 1hr group mentoring sessions
> Each session will deep dive into a specific topic and build upon the knowledge gained in the course
> Interactive virtual sessions where participants can ask questions and live workshop any current challenges

CAROLINE STAINKAMPH
Organisation Development Manager, Computershare

Compass has so much content that it’s hard to digest all at once. Just because the course has ended doesn’t mean your learning has! The post course mentoring sessions have been a great way to remind me of what I’ve learnt and how to apply it to what’s happening now in my life. It’s also a great way to stay connected with your cohort and make new connections with the other alumnae.
Diagnostics & Additional Coaching Options

Covering behaviour and learning styles, these diagnostics seek to provide powerful personal insights in a deeply supportive environment.

IN-PROGRAM

LSI (Life Styles Inventory™)

The LSI identifies the underlying thoughts and motivations that guide an individual’s behaviour. Often referred to as personal styles, management styles and leadership styles, these represent the essence of an individual’s effectiveness. Millions of people have completed this tool worldwide over the last 20 years. Our most transformational diagnostic will shed light on where your time and energy is directed and whether it is a constructive use of that time and energy.

4MAT Learning Type Measure®

Designed to help people understand and identify the differences in the ways people learn. You will learn about your own learning style, and how to craft communication to appeal to all four learning styles. A powerful influencing tool.

ADDITIONAL

LSI 2 (Life Styles Inventory 2™)

When used in conjunction with the LSI 1, the LSI 2 provides objective feedback on an individual’s behaviour patterns as interpreted by others. Whilst the LSI 2 diagnostic tool is not used in the Compass Flagship 7 Day Leadership Course it is available as an additional extra. It is a 360-degree tool to provide you with the valuable opportunity to take a closer look at yourself through the eyes of others who know you well.

MSCEIT (Mayer Salovey Caruso Emotional Intelligence Test™)

An ability test used to measure emotional intelligence. It is a useful tool that provides further insight into one’s self to better understand your own and others’ emotions and to use emotions to think more effectively. With Emotional Intelligence (EI) surpassing IQ as a metric to inform leadership success, the MSCEIT diagnostic and coaching package complements the LSI diagnostic seamlessly, whilst it is not used in the Compass Flagship 7 Day Leadership Course it is available as an additional extra.

All our additional diagnostic tools are accompanied by an in-depth coaching session with an accredited coach. Compass also offers tailored coaching and mentoring packages post program to continue your development – contact us for more information.
Our Facilitators

Fabian Dattner

Compass founder and key facilitator, Fabian Dattner is one of Australia’s most recognised leadership experts. A finalist in the Telstra Women in Business Awards and voted one of Australia’s 100 Women of Influence in 2015, Fabian has given two TED talks and is the author of four books on leadership. She is also the co-founder and CEO of Homeward Bound, a global initiative that equips women with a background in science with the skills to influence decision making and policy-making as it informs the future of the planet. The program, which culminates in a 20-day expedition on a ship in Antarctica, launched in December 2016 and is estimated to have reached more than 300 million people through coverage in the NY Times, Forbes and global media. A feature film based on the program will be released in 2019. An unconventional thinker and compassionate leader, Fabian is an unforgettable facilitator who has inspired and coached hundreds of women to take a more courageous path.

Michelle Crouch

Michelle is a facilitator and senior coach for Compass. She brings a unique blend of business skill and insightful thinking to enable individuals to develop a greater sense of self awareness and reach their full potential as a leader in a holistic way. She is passionate about coaching individuals during times of personal growth and business change and has worked across both the public and private sector to help create significant, positive and constructive change in their workplace, teams and families. She is accredited in several of our diagnostic tools, including Life Styles Inventory™ (LSI 1 & 2), MSCEIT™ emotional intelligence diagnostics, Myers-Briggs Type Indicator™ (MBTI) and DiSC© personality diagnostic. Michelle is also a proud member of the Homeward Bound Executive Board and Leadership Team.

Ami Summers

Ami is a senior coach and facilitator for Compass. She has spent more than a decade working as an accredited coach and leadership development consultant, and has deep experience working with women, including four years in senior leadership roles at Compass. She applies creativity and a strengths-based approach to her work with individuals, small businesses and large organisations, and can work just as effectively with personal or business challenges, talent development or organisational growth concerns. Ami has a particular expertise in trauma, having coached more than 200 people affected by the Black Saturday bushfires. Women who have worked with Ami consistently say that she is a compassionate, wise and pragmatic coach with a gift for empowering them to see that they have the resources to transform themselves and their environment. For four years she has served as a board member of GCASA (Gippsland Centre Against Sexual Assault) and is a professional exhibiting artist, bringing her own practical creativity to all areas of her leadership work.
We have supported over 1,000 women to unlock their courage...
What our participants say...

**CHRISTINA CANTERS**  
**Director, The C Method**

Compass helped me to get really clear on the unhelpful stories I tell myself that, ultimately, hold me back from being effective at work and in my relationships. I'm now able to shift my stories to something more constructive. I feel like I know myself much better and am better equipped to handle challenges thrown my way!

**HELEN PANCKHURST**  
**Founding Partner and Head of Production, Matchbox Pictures**

Compass has given me the tools to consciously lead from a place of deep understanding of myself as well as others. The transformational power of the program is profound.

**MELINDA EDWARDS**  
**Senior Manager Enforcement Adjudication, Roads and Maritime Services NSW**

Compass has been a program of self-reflection and gathering of tools to understand why I am the way I am in the world. It’s given me clear understanding of my values and how to live life authentically to what is important to me. With a greater insight to who I am, I can now better understand my impact on, and how I lead others.

**NARELLE AMIT**  
**Head of Security & Technology Risk Services, ANZ**

Unexpectedly a standout course with really useful tools supported by strong research. Facilitator is inspiring and truly walks the talk.

**ANITA MOORHOUSE**  
**Senior Partner Sales Manager, Google**

So often, as women, we put ourselves last. Not only did Compass allow me to indulge in time for me and self-reflection, it gave me insights and tools to use that will positively impact my life at work, at home and with myself. I feel very privileged to have been a part of this. It makes me want to join Compass in order to help other women more!
What leaders who invest in their women say...

Toni Lyon
Organisation Development Coordinator, The City of Greater Bendigo

The City of Greater Bendigo has now had 20 women complete the Compass program. The feedback from the participants has been overwhelmingly positive in terms of personal and professional growth and development. They are more self-aware, are challenging their own behaviours and the stories they tell themselves and are actively seeking opportunities to step outside of their comfort zones to stretch and grow.

Pru Howard
Owner and Director, Elements Childcare Geelong, Belmont, Torquay, Warralily

After participating in the Compass flagship leadership course the team are far more confident in each other, more trusting and open - both personally and professionally, whilst the commonality of language and the value of shared experience cannot be underestimated.

Trephina Marek
Human Resource Manager, North Central Catchment Management Authority (NCCMA)

Since completing the course the participants have reported reduced stress resulting in improved ability to negotiate work pressures and requirements, being better prepared to undertake secondments and acting opportunities at a more senior level.
‘I’m not a leader and am not even sure if I want to be one.’
Leadership is a state of mind, not a job title. You may be an emerging artist, a woman returning to work after having children or the CEO of a large corporation. We challenge you, and will empower you, to develop your leadership in whatever sphere you wish to have impact. First and foremost, this means showing up to and valuing yourself.

‘I’m already leading and succeeding. I don’t need another leadership program.’
Compass will challenge you to go deeper; to know yourself better, to address the thought patterns and behaviours that are holding you back and to build on your many strengths. It’s a space to gain clarity on your purpose, articulate your values, work on your communication skills and set new visionary goals – then map and execute the strategy to get yourself, and others, there.

‘I don’t have the time’
There will always be competing priorities; others’ needs and many demands. But if not you, who? If not now, when?

‘I don’t have the money’
Women, in particular, struggle to invest in themselves. Our response is that by allowing yourself to gain clarity on who you are, where you want to go and how to secure your legacy, it’s not just you who will benefit but everyone around you, too. We can arrange payment plans and support you into the future as an ambassador. Talk to us.

‘I’m unclear on my life direction.’
Then this program is for you. We’ve supported hundreds of women to make small and large changes to make their lives and work more meaningful and fulfilling. Lean into the discomfort of deeper learning, choose courage rather than confidence, and watch as clarity emerges.

‘My boss/workplace/partner won’t support me to attend’
Leadership starts with finding your voice and articulating what you need and why. The impacts on organisations and families from women attending Compass are myriad. We can support you on building a business case or reframing your position.

‘It’s networking I need, not development.’
Compass is built on the principle that at their best, women work collaboratively and non-hierarchically. The program attracts women from a range of sectors and levels and is designed to create lasting connections. Our growing alumnae network offers a deep and wide opportunity to connect with hundreds more women who have experienced the same deep insights and outcomes and can support you on your journey.

Taking a leap like this can be daunting, but what is the cost of standing still? If any of the above sounds familiar, we would love to hear from you.
Compass also offers...

**Tailored Coaching Packages**
Open to Compass alumnae and the public to create individual enduring behavioural change.

**In-House and Industry Programs**
An internal Compass program designed specifically for organisations.

**Speaking Engagements**
Engage and inspire audiences to challenge their thinking and behaviour.

**Executive Coaching for the C-Suite**
Enabling senior female leaders to be equipped for the next stage in their career.

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**About the Dattner Group**

The Dattner Group is a collaboration of brands with a shared purpose of rebuilding trust in leadership. For the greater good.

- **Re:Think**
  Our leadership and culture division. Re:Think positions culture, engagement and leadership capability at the forefront of strategy execution.

- **Open Door**
  Unlocking courage in women so they can be seen and heard at home, in the workplace, and everywhere in between.

- **Compass**
  Elevating the influence and visibility of women in the working world through specialised female focused recruitment.

**Dattner Group is also a strategic sponsor of**

- **Homeward Bound**
  A global initiative for women leading in STEMM.
Contact Us

READY TO CONNECT? CONTACT US NOW

We’d love to hear from you, so please get in contact to learn how we can help you unlock your ability to gain greater clarity, lead purposefully and influence at work, home and everywhere in between.

EMAIL
compass@dattnergroup.com.au

PHONE
+61 3 9431 2602

Course information

The program runs for 7 full days over 3 months. Fees include catering, diagnostics, materials, individual coaching session and regular coaching check-ins.

SYDNEY NO. 7
MODULE 1 26-27 March 2020
MODULE 2 30 April - 1 May 2020
MODULE 3 28-29 May 2020
GRADUATION 26 June 2020

We offer a number of scholarship places for women experiencing hardship, working in the nonprofit sector or education. Payment plans also available. Please enquire for more details.

UPCOMING COURSES