

Compass

A MOVEMENT OF WOMEN MAKING BIG CHANGES IN THE WAY
WE LEAD, LITTLE BY LITTLE, FOR MORE THAN 35 YEARS.



WOMEN LEADING IN LARGER NUMBERS MAY BE THE SINGLE MOST SUSTAINABLE PROPOSITION WE HAVE FOR OUR FUTURE. IT'S TIME FOR US TO CHANGE LEADERSHIP, TOGETHER.

The leadership that got us to where we are today is not the leadership that will get us to where we need to go for the future we are inheriting.

Women have a predisposition to be more legacy-minded, collaborative, inclusive, and trusted with resources. They outperform men in 17/19 leadership competencies*

*DDI, McKinsey, Korn Ferry, Zenger & Folkman, Bloomberg



Influence for the greater good

Women are underrepresented in key decision-making roles across almost all industries in the Australian workforce.

While women make up half of the employees in the 2022-23 WGEA dataset (51%), women comprise only:

22%

of CEOs

37%

of KEY MANAGEMENT POSITIONS

34%

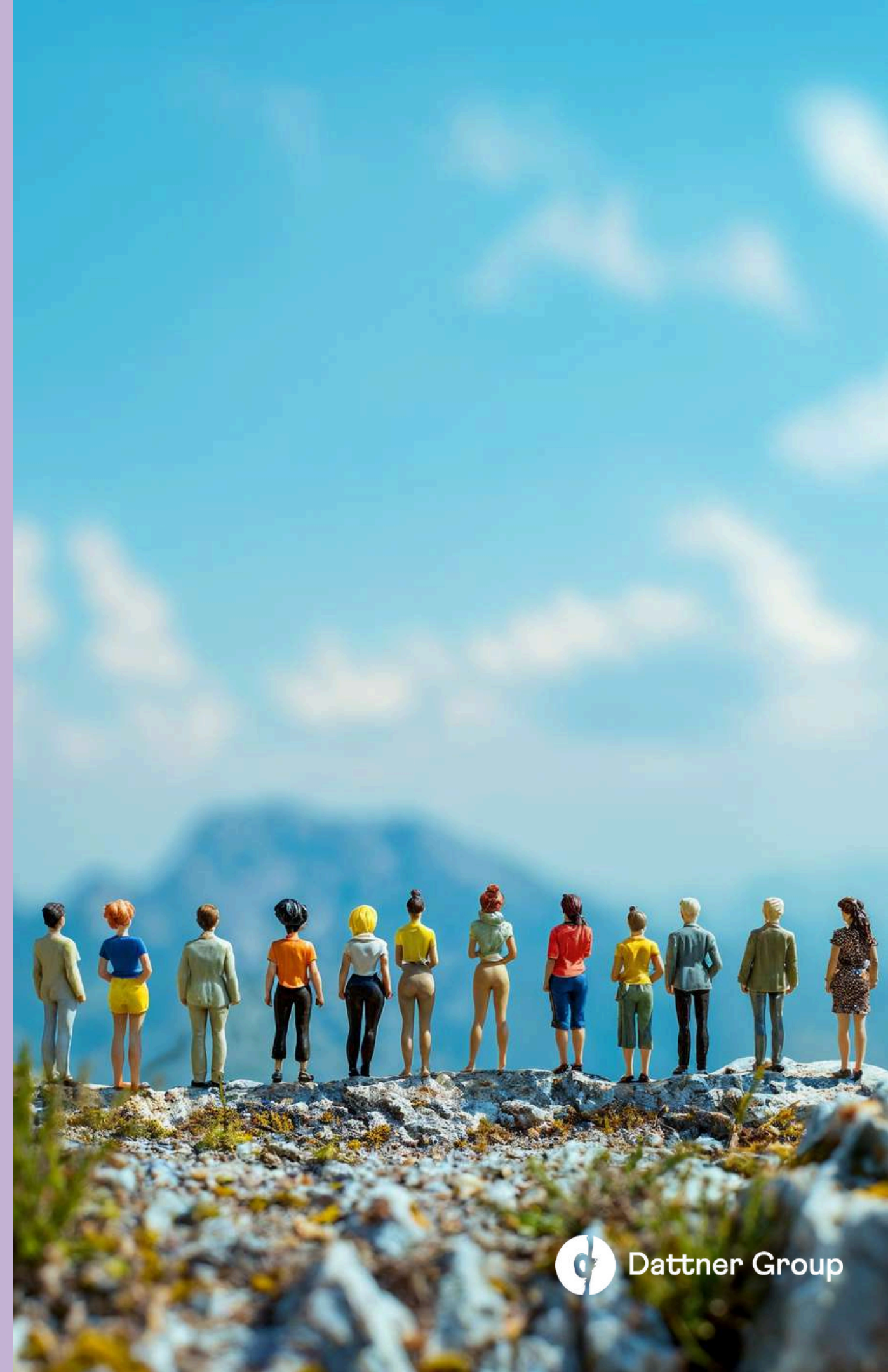
of BOARD MEMBERS

17/19

Women outperform men in 17 out of 19 LEADERSHIP CAPABILITIES (Zenger and Folkman, 2019)

19%

of BOARD CHAIRS



How we address the gender imbalance

Compass women's leadership

A suite of programs to increase the visibility of women in our world



Keynote speaking

Shift audience perspectives and engage and inspire people to action



Personalised Coaching

Individual leadership coaching for career transitions, executive development and personal strategy development



Homeward Bound

The global leadership initiative for women in STEMM born out of a Compass Flagship program



**"FABIAN'S KNOWLEDGE, EXPERIENCE
& INSIGHT BLEW ME AWAY!"**

Bringing women together from all walks of life, across all sectors, and at every career stage, compass supports and encourages women to develop their unique leadership qualities for themselves and others, and empowers them to implement change at work, home, in community and globally.

**"LOUISE MAHLER WAS THE KEY HIGHLIGHT... I
LEARNED MUCH MORE THAN I EXPECTED."**

**"MICHELLE HAS A DEEP QUALITY OF KNOWLEDGE AND
IS TRULY ENCOURAGING & RELATABLE."**

**"ZOË'S WISDOM AND DOWN TO EARTH
PERSONALITY RESONATED WITH ME. AN
AMAZING COMMUNICATOR, YOU CAN TELL SHE
ABSOLUTELY LOVES HER WORK."**





Our impact

THE COMPASS SUITE OF PROGRAMS HAS SUPPORTED WOMEN GLOBALLY TO TAKE A MORE COURAGEOUS PATH AND LEAD AUTHENTICALLY TO HAVE GREATER INFLUENCE AND IMPACT

2000

Women supported

368

Organisations

17

Sectors

35

Years

Compass Flagship: A result-driven program

80%

Say the program met or exceeded expectations

83%

feel more positive about the future after the program

91%

say their leadership capability at work increased

78%

say it has helped in career development

86%

see an increase in their ability to deal with conflict or challenging situations

Data reflects the past three years of participant feedback in programs

What participants say



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.



Alice Richardson

"LEAD, STATISTICAL SUPPORT NETWORK,
AUSTRALIAN NATIONAL UNIVERSITY

I am convinced that my experience at Compass made the difference that meant I achieved a promotion to a leadership role within my organisation the following year. I learnt so much about myself, and about leadership, that will help me in my new role. My Triad has been really successful in continuing after the Compass course, and knowing that we three women are there for each other is incredibly powerful. All aspiring women leaders in my organisation should get involved in Compass!

Homeward Bound

THE GLOBAL LEADERSHIP INITIATIVE FOR WOMEN IN STEMM WAS BORN RIGHT HERE AT DATTNER GROUP.

Driven by an urgency to bring more women's voices to the climate crisis, and seeded by the well established Compass Flagship program, Fabian Dattner created Homeward Bound, a global transformational leadership initiative to ensure sustainability for our planet. Since 2016 The initiative has supported 711 women, from 84 STEMM fields across 43 countries.

Endorsed by Dr. Dame Jane Goodall and Dr. Sylvia Earle, with former Executive Director to the UN, Christiana Figueres as patron, Homeward Bound has gained extensive media coverage all around the world in publications like TIME, the Guardian, Vogue, SBS News, ABC Radio and print.

Alumni achievements include:

- Collaborations on critical UN backed climate change reports and conventions
- Establishing further leadership training for women in remote regions
- Commissioning research into Antarctic conservation imperatives
- TED talks
- Awards in multiple categories
- Sister programs to further research, innovation and evidence-activism efforts



Compass Goes Global

POST-COVID, WHEN THE WORLD MOVED ONLINE, SO DID COMPASS, MAKING THE PROGRAM ACCESSIBLE TO PARTICIPANTS BEYOND AUSTRALIA.

Organisations with teams in other regions now take part in the program, bringing valuable diversity to the cohorts, as women share their challenges across cultures.

In 2024, the program was adjusted to be delivered entirely for a LATAM audience, in a 30,000-people organisation spanning Mexico, Peru and North America. The Dattner Group team worked to convert material into Spanish, source local specialist coaches,

and trained in-house facilitators to deliver the successful program in their own organisation, to be a completely autonomous offering providing women with critical leadership development in the context of a heavily male dominated culture.

Beyond, Dattner Group is looking at the many regions globally where a program such as Compass is unique and can have the greatest impact for increasing the number of women leading.





Courage. Accountability.
Collaboration. Curiosity.

Big change, little by little.



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