Our Senior Women’s Shadowing Program aims to develop the leadership capacity of high potential women and to support the University in attaining a greater representation of women in leadership roles.

Introduced in 2006, the program provides participants with critical access to the executive leadership team and a unique opportunity for professional development.

“My understanding of the way the university works, the challenges of working in that leadership environment, and my confidence in approaching the leaders in my faculty have been greatly improved by this experience. I could not recommend the program more highly to others.”

– Shadowing Participant

**PROGRAM COMPONENTS**

**ShADOWING**
Successful applicants are matched with a nominated member of the University’s senior leadership (‘Leader in Action’) and shadow them for a total of six half days, observing them in a range of activities.

**GROUP WORKSHOPS**
Participants attend a series of facilitated group workshops to discuss their shadowing experiences, reflect on their own leadership skills and explore strategies to enhance these capabilities.

**PARTICIPANTS**
Eligible participants are women with leadership/management experience and strong potential for further career progression:
> Academic staff Level D and E
> Professional staff HEW 10 and above

**EXPECTED OUTCOMES**
At the end of the Program, participants can expect to have:
> Deepened their understanding of the roles and expectations of University leaders and the strategic environment in which they operate.
> Acquired new insight into their own leadership and have developed strategies to more effectively harness their potential.
> Increased confidence in operating at senior decision-making levels.
> Raised profile amongst senior management and sustained networking opportunities with other participants.

**PROGRAM ROADMAP**

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<th>APPLICATIONS</th>
<th>SHADOWING AND SHARED LEARNING</th>
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<td>JUNE</td>
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LEADERS IN ACTION

The success of Senior Women’s Shadowing relies on the generosity of our senior leaders who take part in the program as ‘Leaders in Action’. Leaders in Action play a central role by facilitating talent development through shadowing opportunities.

HOW PARTNERSHIPS ARE ESTABLISHED

> Applicants for Senior Women’s Shadowing nominate up to three Leaders in Action who they would like to shadow as part of the Program.
> Typically, up to 15 applicants are shortlisted.
> Nominated Leaders in Action are consulted on their proposed match and provided a succinct profile of their potential Shadow.
> Once matches are confirmed, applicants are notified of outcomes.
> Participants are expected to contact their designated Leader in Action to introduce themselves.

YOUR ROLE AS A LEADER IN ACTION

> Set aside time for a short introductory meeting.
> Be accessible whilst setting boundaries, clarifying communication preferences.
> Invite your Shadow to accompany you to a range of senior level meetings and events.
> Allocate a small amount of time for briefings before and/or after each shadowing experience (where practical).
> Introduce your Shadow to colleagues, particularly other members of the senior management team.

“Attendance at meetings with senior management gives a really good appreciation of how strategic business of the university is transacted and the issues that need to be considered.”

– Shadowing Participant

CONFIDENTIALITY

Successful applicants are required to sign a Confidentiality Agreement in recognition of the potential exposure to sensitive issues and confidential information during the course of the program.

ENQUIRIES

Staff Diversity and Inclusion, Monash HR
Email: gender-equity@monash.edu
Phone: +61 3 9902 0246
Web: monash.edu/gender-equity/programs

PROVIDING SHADOWING OPPORTUNITIES

Participants learn through observation by accompanying their Leader in Action to a variety of activities.

We ask that Leaders in Action consider offering participants a diverse range of shadowing opportunities in order to provide a richer learning experience.

This may include:
> Vice-Chancellor’s Executive Committee (VCEC)
> Vice-Chancellor’s Executive Implementation and Oversight (VCEIO) Committee
> Academic Board
> Equity, Diversity and Inclusion Committee
> Provost and Senior Vice-President’s Deans Group
> Education Committee
> Monash Research Committee
> Respect.Now.Always Committee
> Academic Heads Network Senior Leadership meetings
> Faculty Executive Committee
> Budget meetings with faculties/divisions
> Planning workshops
> External stakeholder engagement
> Events, panels and functions
> Events and meetings external to Monash University.