

Growing Greatness™ - 2024

A life changing learning experience for talented mid-career professionals

At a Glance

Many mid-career professionals struggle at this stage in their careers. This is the point where high-potential women and others not commonly represented at senior levels are most likely to downgrade their aspirations or leave organisations and high-potential men can derail as they struggle to adapt to the changing face of leadership.

The Growing Greatness Programme enables highly valued mid-careerers to pinpoint how they may be getting in their own way and what they need to do to get out of it.

“Mid-career professionals are not looking for information on what to do, but clarity on who they aspire to be as leaders, what is uniquely theirs to offer, and when and where to best do this.”

- Anne Elder-Knight

Who

Mid-career professionals with 5-15 years of experience in organisations they want to develop and keep. Typically, they are:

- ✔ Technical experts in their first-people leadership role, and/or
- ✔ Individuals on the brink of advancing into more senior roles, and/or
- ✔ Key influencers of high-stakes projects or initiatives with the capacity for greater impact

Outcomes

Participants can expect to:

- ✔ **Develop** strategies and tools to influence career and leadership outcomes
- ✔ **Cultivate** a meaningful leadership purpose to guide direction and decisions
- ✔ **Enhance** self-awareness and clarity on what you want and need to step up
- ✔ **Gain** insight into what support you need, from whom and how to get it
- ✔ **Sharpen** your focus on and self-confidence in your already proven capability

Organisations can expect participants to emerge:

- ✔ **Ready** and able to be considered for more senior or influential roles
- ✔ **Engaged** and invested in taking the lead in their ongoing development
- ✔ **Committed** to creating a ripple by developing others
- ✔ **Demonstrating** greater confidence in their abilities and contribution
- ✔ **Challenging** boundaries and expectations that limit their own and other's wellbeing

What

Growing Greatness explores the themes of authenticity, presence, influence and courage in the context of leadership. Spanning four to six months it includes blended learning techniques, combining a tailored development framework (delivered at pace) through:

- ✔ Four full-day workshops delivered face-to-face or online
- ✔ Three online group accountability check-in sessions
- ✔ Tailored real-time mentoring from facilitators
- ✔ Peer coaching and network building
- ✔ Structured self-paced learning assignments
- ✔ Tailored resources including a copy of Anne's book *Growing a Great Leadership Career: How to Stand Out for All the Right Reasons*.

If for any reason we are unable to run a workshop in person, we will run the workshop online as we have done successfully in previous years when needed.

In 2024, we are offering:

- ✔ Open Programmes for all mid-career professionals, regardless of gender or industry in Auckland and Christchurch
- ✔ Women in Engineering, Infrastructure and Architecture programmes in Auckland and Christchurch
- ✔ A combined Women / Women in Engineering, Infrastructure and Architecture programme in Wellington

Details and dates are available on our [website](#).

Programme Leaders



Anne

This programme is designed by Anne Elder-Knight and led by Anne and Kate Peterson. Anne is an author, speaker, facilitator, mentor and long-time champion of unlocking untapped potential. Kate is an executive mentor and facilitator, with a proven track record of helping leaders succeed.

You can read more about Anne and Kate here:
<https://www.anneelderknight.com/about>



Kate

Investment

The fee for the programme is \$4,425 plus GST per participant. These programmes are held at a range of venues and include catering.

To Register

There are only a limited number of places available in each location. To secure your booking or to register interest, please contact Pauline at pauline@anneelderknight.com.

Visit our [website](#) to find out more and view our Terms and Conditions.

