



# SIGNATURE LEADERSHIP PROGRAM

CREATING COURAGEOUS LEADERS



Organisations and society are changing rapidly, in both a local and global context. Today, effective leaders are required to evolve and adapt to thrive, and lead themselves, their teams and their organisations in productive and healthy ways. Leadership is about people, and outstanding leaders inspire and empower others.

The Signature Leadership Program is Leadership WA's flagship Program and for 20 years it has brought together high performing, Western Australian leaders, from across all sectors, on a powerful leadership journey. It is a journey that challenges both professionally and personally, and enables each leader to enhance their own authentic leadership.

Signature is a unique 10-month Program held in metropolitan and regional WA. Our unique approach of curating cohorts ensures a diversity of thought, sector, experience and perspectives.



## WHY THE SIGNATURE LEADERSHIP PROGRAM

Signature creates an environment in which you can invest in yourself, while being empowered to make meaningful change for others.

The Program is held under the confidentiality of the Chatham House Rule, which results in a non-competitive and safe space for honest and open discussions.

You will gain an understanding and appreciation of industries and experiences beyond your own sector, from your peers, the organisations you visit and a broad range of expert speakers.

By embarking on the Program, you will benefit from further exploration of leadership concepts and self-reflection, while building links with those joining you on the transformative journey. Often being a senior leader can be an isolating experience. Signature delivers an expanded network, where your cohort members become life-long connections, offering encouragement and support long into the future.

Upon graduation, you can continue your leadership learning and expand your network further, within the influential and like-minded Leadership WA Alumni community.

# THE POWER OF EXPERIENTIAL LEARNING

Signature is guided by a dedicated Leadership Development Manager, who creates and shapes each Experience Day, around a theme, the speakers and the cohort itself.

Participants advance together in a uniquely safe and inclusive space, using personal and collective learning designed to challenge thinking and develop curiosity, while engaging in robust reflection. The practice of reflection is at the heart of Leadership WA Programs, as it enables you to engage more deeply with the content, strengthen your understanding and grow your ability for action.

During the Program, high level senior leaders from across the WA business, government and community sectors, speak about their own experience as leaders and their lessons learned. In recent years, our cohorts have heard from experts on a range of topics, including leading high performing teams in elite military environments; the first 1000 days in a child's life; emergent thinking on green energy; cyber security; COVID learnings; diversity and inclusion initiatives; and the realities of thriving in regional WA.



## PROGRAM OVERVIEW

Structured around a series of 25 expertly designed and immersive Experience Days, the Signature Leadership Program delivers a transformational blend of:

- In-depth exploration into the meaning of being a courageous leader, stretching far beyond management thinking and with a focus on broader societal issues
- Learning through engagement with diverse WA leaders from a range of industries, who candidly share their journeys and expertise
- Cohort-directed discussions that delve into the responsibilities of leaders, beyond their organisation and in, and for, WA
- Creation of trusted bonds with fellow leaders across diverse sectors
- 3 Executive Coaching sessions with an accredited Coach

The profiling instrument PRINT® is also used as a key element of the Program. This tool enables professionals to take their leadership and motivational skills to the next level. It provides insights into your unconscious motivators and a clearer understanding of self and how you can better engage with others, to cultivate a culture of high performance.

# YOUR LEARNING OUTCOMES

Through the experiential learning methodologies, guest speakers, visits to host organisations, exposure to diverse perspectives and collective peer learning, you will develop and enhance your ability to:

- Define and align your values and enhance your moral and ethical approach
- Lead with authenticity and courage, by maximising personal presence and impact
- Attain professional and personal growth
- Make wiser, better considered and informed decisions
- Better understand your personal motivations
- Enhance your capacity to lead with a social conscience
- Improve accountability and opportunities in all areas of your life and career
- Enjoy access to strategic information and insights from a range of sources, sectors and fields
- Better understand complexity and inter-connectedness
- Lead effectively within times of ambiguity and change
- Take informed risks
- Grow your network and connections, across your cohort, Alumni and speakers



## YOUR FUTURE MBA OPPORTUNITY

Edith Cowan University (ECU), in partnership with Leadership WA, is proud to provide Signature Leadership Program graduates from 2020 onwards with up to 50% credit towards the ECU MBA. Upon successful completion of the Signature Leadership Program, graduates are credited for three core leadership units which form part of the ECU MBA.

ECU's (MBA – Course Code J52) curriculum is designed to meet the contemporary leadership needs of the business world, with a holistic approach and a focus on human-centered, transformational leadership.

# BENEFITS FOR YOUR ORGANISATION

By recognising high-performing senior leaders and decision-makers and supporting their place on the Signature Leadership Program, organisations will gain a more self-aware, insightful and connected leader.

A leader who will:

- Understand how to maximise personal strengths to be a more effective leader within the organisation
- Demonstrate an increased understanding of challenges and opportunities in WA, across sectors and industries, with a global perspective
- Coach and guide teams and share learnings, insights and information with peers, resulting in a positive impact on the organisation and culture
- Contribute to informed and considered decision-making, as a connected leader, in, and for, the organisation
- Develop relationships with significant cross-sector networks at a senior level



*“Signature is one of the most memorable and impactful professional development experiences on offer anywhere in Western Australia. This carefully curated Program will challenge you and help you to explore meaningful ways of deepening your leadership impact.*

*Importantly, it will also give you the opportunity to connect with some of the State’s most outstanding leaders, understand more about the key drivers and challenges of the State, and develop a new network of colleagues and friends along the way. I cannot recommend this experience highly enough.”*

**Rhys Williams (Signature 2023) | Mayor, City of Mandurah**



## WHY LEADERSHIP WA?

Leadership WA is an independent not-for profit organisation, at the forefront of leadership development in Western Australia, driven by our vision of ‘courageous leadership shaping a better WA’. In 2024, we are celebrating 20 years of creating leadership impact and stronger communities across the State.

Through our experiential Programs, access to the State’s top leaders and collaborative social impact initiatives, we support WA leaders in developing the skills, confidence and tenacity to lead with compassion and courage.

By participating in our Programs, you will have the opportunity to grow your networks, deepen your connections and pay it forward by giving back, extending your leadership influence for the benefit of yourself, your organisation and the Western Australian community.

This is the Leadership WA ripple effect.

## LEADERSHIP WA ALUMNI NETWORK

Graduates of the Signature Leadership Program join a diverse, influential and inclusive leadership community of almost 1300 Alumni, who are passionate about making a meaningful difference in their organisations, community and across the State.

Within the Leadership WA network, Alumni find peer support and make enduring connections. At our many events, Alumni continue to find inspiration and fresh perspectives in our engaging leadership sessions, networking and professional development opportunities.

## GIVING BACK THROUGH SKILLSBANK

As part of our collective mission to give back, our Alumni are renowned for bringing about positive change and providing their expertise to WA not-for-profits through the Leadership WA Skillsbank Initiative. Every year, our Alumni give their time, energy, insights and advice in community service on a pro bono basis. The opportunities to contribute to a positive impact include board appointments, mentoring, project support and consulting services.

*“Signature’s value is amplified by its ability to create meaningful connections among participants across sectors. It is more than a learning experience; it’s a catalyst for building a strong network of like-minded individuals from all backgrounds, who can make a difference.”*

**Lauren Brunswick**  
(Signature Participant 2024; Recipient of the DLGSC Culture & the Arts Scholarship)  
General Manager | The Last Great Hunt

# YOUR COMMITMENT

The integrity of your experience on the Signature Leadership Program relies upon your genuine involvement and self-investment.

Participants are required to fully commit to Signature by attending all Program dates. While we build in flexibility to allow for the unexpected, we do require you attend a minimum of 80% of the Experiences to graduate. As such, we recommend deferring your application to a future cohort, if you anticipate you'll have significant scheduling conflicts during the year.

Signature Experience Days are hosted by our partner organisations, in and around the greater Perth metropolitan area. There are also two 3-day regional Field Trips, to the south and north of the State, which all participants are required to attend.

In addition, there is the expectation that for each Experience Day you will spend time preparing for and reflecting on the topics covered and speaker presentations.



## SCHOLARSHIPS

We are delighted to offer Scholarships for Signature, supported by the Leadership WA Foundation and our partner organisations.

Scholarships are aimed at applicants who work in small to medium not-for-profit organisations (annual income below \$20 million) or in small businesses.

Scholarship applications form part of the Signature online application.

We recommend that you view the latest opportunities at [leadershipwa.org.au/scholarships](https://leadershipwa.org.au/scholarships).

## HOW TO APPLY

The selection process is highly competitive and includes an online application and an interview.

We invite you to apply online at [leadershipwa.org.au/signature](https://leadershipwa.org.au/signature).

**LEADERSHIP WA**

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WE INVITE YOU TO KEEP CONNECTED





# 2025



## SIGNATURE LEADERSHIP PROGRAM | KEY DATES

### DATES

|                     |                                    |
|---------------------|------------------------------------|
| Opening Retreat     | Wednesday 12 – Friday 14 February  |
| Experience 2        | Thursday 27 February               |
| Governor’s Welcome  | Friday 28 February                 |
| Experience 3        | Friday 21 March                    |
| Experience 4        | Wednesday 9 April                  |
| Experience 5        | Friday 2 May                       |
| Regional Field Trip | Wednesday 14 – Friday 16 May       |
| Experience 7        | Thursday 5 June                    |
| Mid-Year Reflection | Thursday 26 – Friday 27 June       |
| Experience 9        | Tuesday 22 July                    |
| Experience 10       | Friday 8 August                    |
| Experience 11       | Friday 29 August                   |
| Regional Field Trip | Wednesday 10 – Friday 12 September |
| Experience 13       | Tuesday 23 September               |
| Experience 14       | Tuesday 21 October                 |
| Closing Retreat     | Thursday 13 – Friday 14 November   |
| Graduation          | Friday 21 November                 |

### APPLICATION DATES

Scholarships close **Monday 30 September\***

Applications close **Monday 7 October**

### PROGRAM INVESTMENT

|                    |                  |
|--------------------|------------------|
| Personal Fee       | \$ 2,320         |
| Organisational Fee | \$ 14,620        |
| <b>Total</b>       | <b>\$ 16,940</b> |

Costs are inclusive of GST

\*Growing Leaders Scholarship closes 16 September

### KEY INFORMATION

Applicants are encouraged to apply regardless of their organisation or personal financial situation. Applicants may be eligible for Scholarships, payment plans or special consideration to receive partial fee waivers.

If you are accepted onto the Program and are seeking external funding, Leadership WA is able to provide documentation to support this effort.

Interviews are held across the application period and early applications are encouraged. Offers are made to all successful applicants when the full Cohort has been interviewed and curated (late 2024). This is to ensure that our unique focus on diversity of experience, sector and perspective within the cohort, is achieved.

While not all applicants will be successful, in many cases you will have the opportunity to be considered for future cohorts.

We ask that you hold all 2025 Experience dates in your calendar in anticipation of a successful outcome.

Transport to and from metropolitan/greater metropolitan experiences or destinations, and personal expenses, are the responsibility of participants. Travel and accommodation in relation to the Field Trips, via bus or aircraft, are included in the Program fees.

*“Signature was nothing like I had expected and everything that I needed. It challenged me beyond measure and was the most valuable self-development journey I’ve ever participated in”.*

Lee Pearson (Signature 2022)

Head of Projects and Portfolio Delivery | Water Corporation

**Apply at [leadershipwa.org.au/signature](https://leadershipwa.org.au/signature)**