

TRELLIS COLLECTIVE

FIRST

PROGRAM

**SUPPORTING WOMEN NAVIGATING THEIR
FIRST 5 YEARS OF A CAREER WITHIN
MALE-DOMINATED INDUSTRIES**

**PLACES ARE LIMITED
REGISTRATIONS CLOSE FRIDAY 20th JANUARY, 2023**

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Company Director



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EARLY SUPPORT & SKILLS TO THRIVE

Young women in the first 5 years of their career within male-dominated environments are at a unique stage of their professional life, and subsequently have distinct needs when it comes to support and opportunities for growth.

Already required to navigate pressurised working landscapes as often one of the newest, youngest and most inexperienced members, being a woman in an environment with a disproportionate number of men can add an additional layer of complexity.

With the Australian HR Institute “Turnover and Retention Research Report” (August, 2018) finding that **the job position with the highest level of turnover was the Entry/Junior/Graduate level at 40.6%**, this stage represents an opportunity for employers to focus on engagement to retain women and facilitate better gender balance across the business.

The First Five program delivered by the Trellis Collective is the first of its kind in Australia, and has been designed to complement existing policies and initiatives within organisations, in order to support, up-skill and empower young women working in male-dominated industries to participate fully in their role, team and wider organisation.



EAGER ANTICIPATION FOR A MUCH-NEEDED PROGRAM

"This is phenomenal. I'm incredibly impressed with the content in this overview and the program you'll be bringing out. I honestly believe this is a game changer "-
Graduate Software Engineer, Tech

"I think the 3 pillars are perfect, and I would be super keen to be involved!"
Strategy Project Officer, Water

"Thank you for taking the time to bring to light the niche issues young women face. I will be recommending the opportunity to some other young female engineers" -
Instrumentation and Control Engineer. Oil & Gas

"I have just had a look over the program. It looks fantastic! I think it will be able to help many young women in industry" - **Graduate Engineer, Energy**

"THE THING I APPRECIATE ABOUT THE CONTENT IS THAT IT DOESN'T 'TIP-TOE' AROUND THE REAL HURDLES WOMAN FACE IN THIS INDUSTRY. I KNOW IT CAN BE UNCOMFORTABLE TO ADMIT AND DISCUSS, HOWEVER IT IS THE REALITY OF THE INDUSTRY AND WHAT YOUNG WOMAN FACE IN THEIR FIRST 5 YEARS.

IF WE WANT TO RETAIN YOUNG TALENT WE NEED TO PROVIDE THEM WITH EXACTLY THIS TYPE OF EARLY SUPPORT" - PROJECT ENGINEER, CONSTRUCTION

"I think it's great. It's also so unbelievably necessary. I had lunch with a fellow professional woman today and she, despite being a superstar, needs this community ASAP" - **Senior Associate, Legal**



ABOUT THE PROGRAM

THE FIRST FIVE GROUP COACHING PROGRAM

The unique effectiveness of the First Five Program lies in its development process. After consulting with almost 100 women currently navigating the first 5 years of their career in male-dominated industries and roles, three key areas of development emerged:

CONFIDENCE COMMUNICATION COMMUNITY



- Having the **CONFIDENCE** to build their self belief, speak up and back their ideas; to navigate challenging situations and pursue career progression.
- Honing expert **COMMUNICATION** skills with an emphasis on the use of clarity and influence for positive outcomes, knowing how to communicate with other staff members, and mastering the art of networking and creating meaningful connections.
- Deriving a sense of belonging and support provided by a **COMMUNITY** of women with shared lived experience navigating male-dominated workplaces and projects.

THE FIRST FIVE EXPERIENCE

The First Five Program provides a balance between interactive coached content and learning, small-group activities and discussion, personalised advice through 1:1 calls and ongoing support from a hybrid virtual and F2F community.

FIRST FIVE 8 WEEK LIVE GROUP COACHING PROGRAM

*Max 2.5 hours / wk
Starts w/c 13th Feb,
2023*

20 Min Introductory 1:1 Call with Facilitator
Tanya Meessmann

Weekly 90 Min Full Cohort Coaching Sessions
Incl Special Guest Q&As
>> RECORDED & Available in Vault <<

Weekly 60 Min Small Working Group Sessions
Max 5 people - for deeper discussion
and activities relevant to weekly topics

Post-program Learnings & Insights Summary
Live Presentation to HR/Employers

12 MONTH COMMUNITY ACCESS

*Starts from w/c 17th
April, 2023 with first
in-person meet-up
scheduled for late April.*

12 x Monthly 90 minute
virtual connection sessions.
Incl. Break-out rooms and Special Guests

4 x Quarterly 90 minute
facilitated **in-person** meet-ups
(Brisbane-only for Feb 2023 Cohort)

All aspects of the Community portion of the program are 100% optional attendance.





PROGRAM FACILITATOR: TANYA MEESMANN

FOUNDER & CEO OF
UNIQ YOU &
GIRL SHAPED FLAMES

Through this program Tanya delivers her most powerful (and empowering!) work to date. As the founder and CEO of two gender equality organisations: Girl Shaped Flames and UNIQ You, a Confidence Coach and Communication Expert, and having worked in male dominated industries herself, she is perfectly placed to support young women navigating their first 5 years of their career by providing effective and life-long strategies, skills, and self-belief.

IN HER CAPACITY OF FOUNDER, CEO, SPEAKER & FACILITATOR, TANYA HAS WORKED WITH:



PROGRAM PART 1

UNDERSTANDING GENDER NORMS, BIAS AND BARRIERS TO INCLUSION

The program opens with a look at developing young women's understanding of some of the constructs that are amplified within male-dominated workplaces, and assist them with recognising, navigating and managing them productively.



WE MUST SHIFT THE MINDSET AROUND DIVERSITY AWAY FROM POLITICAL CORRECTNESS, FEAR AND PUNISHMENT, AND TOWARD ONE FOCUSED ON CURIOSITY, AND LEARNING.

**IN CREATING A 'POLITICALLY CORRECT' ENVIRONMENT, WE HAVEN'T GOT RID OF THE BIASES. WE'VE JUST DRIVEN THEM UNDERGROUND.
- DR SUSAN FLEMING**

It must be stated: this is not about 'fixing women' to adjust to male norms of workplaces and society. Rather, providing greater awareness of factors that can impact a woman's confidence and perception of contribution, while facilitating honest and open conversation that can help both individuals and organisations reduce bias.



**UNDERSTANDING
(UN)CONSCIOUS BIAS**



**PERFORMANCE VS
PERSONALITY ANALYSIS**



**BROADENING
STEREOTYPES**



**POSITIVELY AFFECTING
THE NARRATIVE**



**IDENTIFYING
ACTIVE ALLIES**



**EXPECTATIONS,
ADAPTATION & VALUES**

CONFIDENCE DEVELOPMENT

BUILDING SELF-BELIEF, SPEAKING UP & BACKING YOUR IDEAS

The combination of inexperience, youth and being a woman in a male dominated workplace can present consistent challenges to confidence and self-worth, subsequently holding women back from finding work meaningful and reaching their full potential.

- Have confidence in your value to your role, team and company
- Feel more equipped to stand up for yourself and champion your own ideas
- Trust your instincts and keep imposter syndrome at bay
- Leave a positive impression on those around you and garner their support

DEALING WITH NEGATIVE SITUATIONS

While we wish it weren't so, negative situations can arise within any workplace. By having the confidence to navigate these moments and interactions, young women can be empowered to build their resilience, negotiation skills and ownership of their working experiences.

- Develop skills to manage fear of confrontation and conflict resolution
- Have the courage to challenge old ways of thinking and working
- Know how and when to set personal and professional boundaries
- How to have difficult conversations, give constructive criticism

PURSUING CAREER PROGRESSION

Due to deeply embedded social constructs that exist for women, they can often feel that they 'hold themselves back' from professional progression. By increasing recognition of their ability, capacity and entitlement to progression, young women can build their confidence to break through these barriers and pursue challenges, promotions and professional development.

- Feel equipped to advocate for your own career progression opportunities
- Have the confidence to pursue professional development
- Proactively put your hand up for roles that could advance your career
- Know how to approach promotion and pay rise discussions for a successful outcome

EFFECTIVE COMMUNICATION

HOW TO USE INFLUENCE & CLARITY FOR POSITIVE OUTCOMES

Clear and influential communication can mean the difference between project and relationship success or breakdown. Learn the key techniques to master effective communication, negotiation and engagement.

- ✓ Ability to engage others of all levels and be more persuasive
- ✓ Master clear and concise communication (avoid the waffle!)
- ✓ More effective communication and negotiation with stakeholders
- ✓ Have better pre-prepared responses to not let others jump on top of your answers

COMMUNICATING WITH STAFF MORE SENIOR THAN YOU

Working into managers, male or female, can feel intimidating in the early years of a career. Hone skills that will ensure exchanges are productive, respected and aligned with a variety of experience levels.

- ✓ Navigating complex conversations and presentations with senior managers
- ✓ Articulating important information to different levels of management / experience / technical expertise
- ✓ How to give feedback to superiors on their leadership style
- ✓ Learn the 'enquiry' method to garner alignment with your manager's objectives

THE ART OF NETWORKING & MEANINGFUL CONNECTION

Networking and professional connections can contribute to much more than just job opportunities and salary insights. Knowing specifically how to broker these connections can maximise them for guidance, support and unique insights into the complex inner workings of industries and organisations.

- ✓ Identify what outcome/s you are seeking from broadening your network
- ✓ Map out a strategy to forge new connections with a variety of purposes
- ✓ Hone people skills necessary to portray your authentic self and broker mutually engaging conversations
- ✓ A deep dive into LinkedIn and all it has to offer the savvy networker!

GUEST SPEAKERS

Trellis' expansive network offers First Five participants the opportunity to hear from inspirational women and experts in their field who have pushed through barriers within male-dominated industries to achieve both professional and personal goals.



Emma Brand
Veolia, Country Director for
Aotearoa New Zealand



Jody Sainsbury
Coal Train Driver at
BHP & KickAss Women
Founder



Annabel Hofstee
Sustainability & Risk Future
Strategist at Urban Utilities



Autumn Pierce
Gender Equality Expert



Lauren Mua
Senior Project Engineer
at BMD Group



[Tech Industry]

Each speaker will share details of their own journey, challenges and learnings while making themselves available to answer any questions participants may have about navigating their first five years of their career in male dominated industries.



COLLECTIVE COMMUNITY

**"THERE IS NO POWER FOR CHANGE GREATER THAN A
COMMUNITY DISCOVERING WHAT IT CARES ABOUT."**

- MARGARET J. WHEATLEY

While there are a number of women-focused networking or support groups across many male-dominated industries, of over 80 young women surveyed, 97% felt they would benefit from a community **specifically for women in their first five years of a career within male-dominated industries.**

Meeting (virtually) monthly, and then face-to-face quarterly, the First Five Community offers participants the opportunity to:

- Connect with other women facing similar challenges/situations in the workplace
- Share learnings, tools, and strategies to apply to personal experiences
- Be reassured they are not 'the only ones', reduce the sense of isolation
- Bolster confidence in their value and abilities through the support of other community members





FEEDBACK LOOP FOR EMPLOYERS

At the conclusion of the 8 week program, Facilitator Tanya Meessmann will host an **exclusive live presentation** for Manager, HR and L&D Staff regarding key insights and recommendations distilled from First Five program discussions.

All information shared will be aggregated and non-identifiable, and offers employers the valuable opportunity to inform and subsequently continue to shape their internal DEI policies and procedures, while also identifying specific areas of concern or interest expressed by women navigating this specific period of their career.

- ✓ Develop deeper understanding of challenges women at this career stage face within male-dominated industries and how it affects them
- ✓ Shape retention strategies to take into consideration constructs that are amplified within male-dominated environments
- ✓ Open a dialogue with your young talent to increase visibility of their thoughts and experiences
- ✓ Provide a sense of support and approachability when informed of their ideas and experiences



BENEFITS OF PROGRAM PARTICIPATION

FOR INDIVIDUALS

Participants come away from the program feeling supported, confident to speak up and back their ideas, increased self-worth, and an understanding of the value and contribution they bring to their work, team and organisation.

They have a deeper awareness of sexism and ageism issues and how to navigate them proactively and productively, along with immediately applicable communication strategies to activate within a variety of daily interactions.

FOR COMPANIES

Investing in young talent is critical for productivity, the development of company culture, and retention.

While many companies are pro-active when it comes to D&I strategies and initiatives, specialised support for young women navigating the nuances of male-dominated workplaces ensures they feel comfortable, confident and valued in their workplace.



2023 PROGRAM FEES

8 WEEK 'FIRST FIVE' COACHING PROGRAM + 12 MTH COMMUNITY SUPPORT **\$3,000 + gst**
(save 20%)

Over 8 weeks the cohort will be guided through course materials, workshops and robust discussions by facilitator Tanya Meessmann and additional special guest speakers. Includes 12 month's access to the Trellis Collective Community

'FIRST FIVE' COACHING PROGRAM ONLY **\$2,400 + gst**

For participants not seeking support from a community of fellow early-career professionals, there is the option to undertake the program along with the full cohort, but conclude participation at the end of the 8 weeks.

12 MTH COMMUNITY SUPPORT ONLY **\$1,200 + gst**

Access to the Trellis Collective Community is open to any woman who is in their first 5 years of their career within a male-dominated industry, regardless of whether they have completed the First Five program.

**10% Fee Reduction for Organisations
Registering 3+ Participants**

NEXT STEPS



THE NEXT FIRST FIVE PROGRAM WILL COMMENCE ON MONDAY 13TH FEBRUARY, 2023

12-month Community Membership will commence from the conclusion of the 8-week program

REGISTRATIONS CLOSE ON FRIDAY 20TH JANUARY, 2023

REGISTER YOUR STAFF FOR FEBRUARY 2023 COHORT VIA TANYA@TRELISCOLECTIVE.COM

QUESTIONS? CONTACT:

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