



*With*

**TONI COLLIS, PH.D**

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**LIT UP LEADERSHIP**  
*Academy*

Building extraordinary leadership  
careers for extraordinary  
Women in Tech

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# LIT UP LEADERSHIP *Academy*

In this 12-month leadership career development membership program, designed exclusively for women in tech, you will gain the skills you need to thrive in your leadership career, become more effective and build your ideal leadership career.

You'll learn how to overcome your blind spots, develop your own authentic brand of leadership, courageously communicate, mentor and develop your team, navigate change and uncertainty.

But you'll also learn the career skills you need to ensure you flourish — from how to interview for leadership and executive positions, to positioning yourself online, in your resumé and with your network, so you get headhunted for the roles that fully align with you.

This is a monthly membership program, allowing you to stay for as long as you need to develop your skills.

Created and led by Executive Coach and Expert in Women's Development in the Tech Industry, Toni Collis.

The Lit Up Leadership Academy is designed to unleash the talent of high-potential women, empowering them to confidently bring their best ideas forward and to lead their teams to success and break through the glass-ceiling.

## How you will benefit

- **Increased performance** — the Lit Up Leadership Academy enables women to capitalize on their strengths, speak up more often and take more initiative
- **Increased innovation and ideation** — you'll learn how to contribute your ideas more effectively, what questions to ask to get bigger results from your team, and how to bring these to the table more frequently and boldly.
- **Demonstrate your abilities and increase your visibility** — you'll learn not just how to perform at a higher level, but how to ensure you get recognized and ask for increased responsibility or promotion.
- **Be ready to land your next role or next job** — whether you want to thrive in your current role, or are ready for that next role, the Academy prepares you with the career tools to get more easily promoted whenever you are ready. You'll learn how to uplevel your voice, manage your fears and self-doubt, and step away from burnout.
- **Build a meaningful & less stressful leadership career** — leadership roles shouldn't be stressful. The Academy will show you how to make sure that you enjoy your work and get more meaning without the stress and hustle, and proactively manage your own career path.

## How participants benefit

Women who participate in the Academy:

- Feel more confident using their voice at work, sharing their ideas more frequently and boldly.
- Develop the skillset to turn their situational awareness of problems into solutions
- Become more powerful communicators.
- Feel more comfortable approaching and having difficult conversations.
- See themselves as a leader, ready to seek and make positive change.
- Understand the tools and techniques to create and leverage a productive, inclusive workforce.
- Develop the skills to land roles that they deserve.



# The Lit Up Leadership Framework

Success doesn't just happen — it benefits from purpose and intent.

In Lit Up Leadership Academy your coaching and training uses Toni Collis' unique Lit Up Leadership Framework that brings together the two key components of everyone's leadership career:

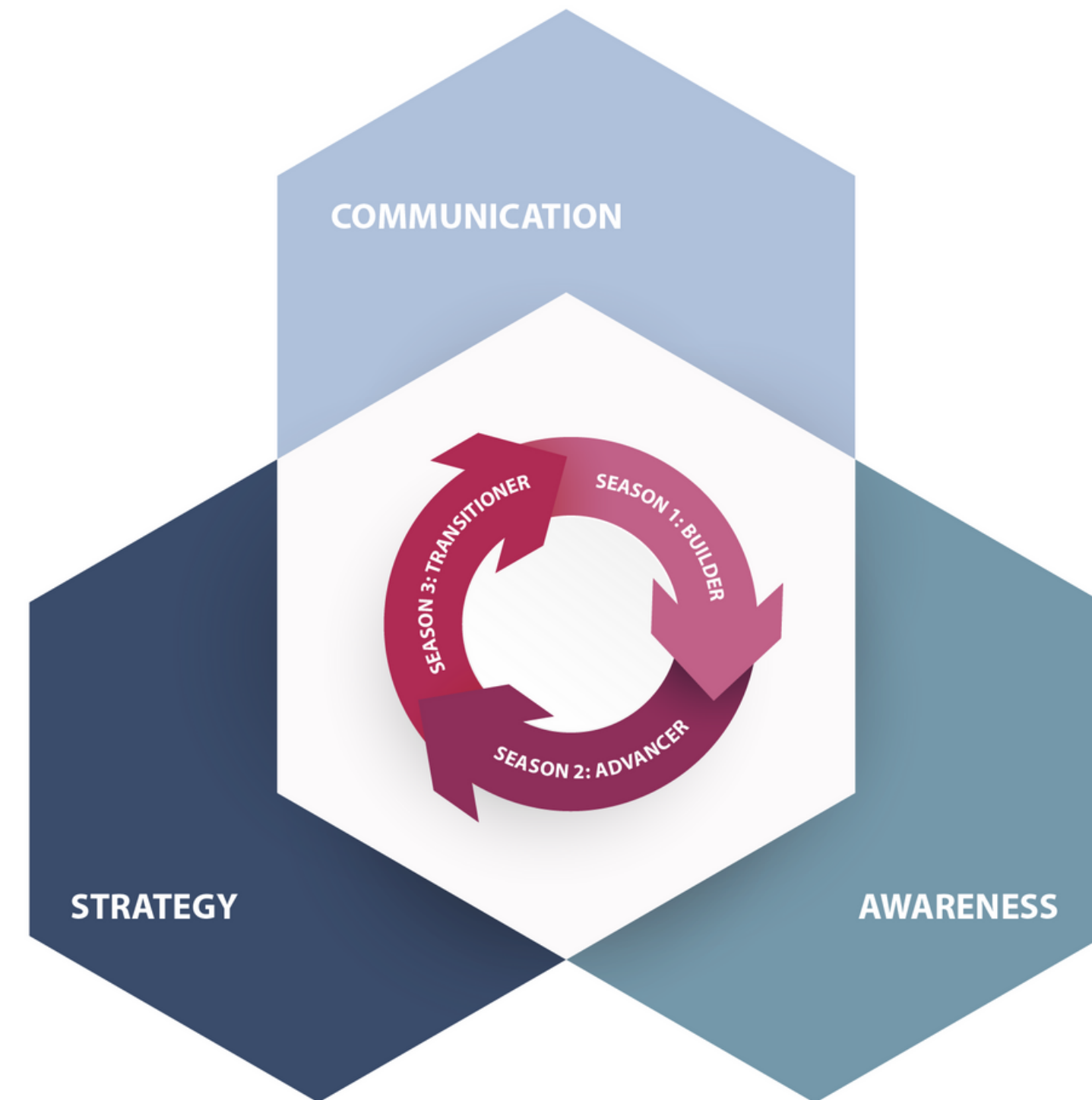
**1. Your career development** — we split this into three seasons. A 'healthy' career is consistently progress in a clockwise process through these seasons and avoids the mishaps and burn out that occur when we end up going the 'wrong way' through our career seasons.

**2. Your leadership skill development** — every complete 'turn' of the seasons requires us to up-level our leadership skills. We build this into your development. At each passing of the seasons you'll be building the leadership skills and competencies across the three core leadership pillars — communication, awareness and strategy — that are needed for that next level.

When you follow this framework, using the training inside Lit Up Leadership Academy, and the help of your Coach to guide you, magic happens. Instead of wondering '**why aren't I getting promoted yet?**' you'll **learn exactly what you need for that next level in the shortest amount of time.** You'll learn how to demonstrate that at interview, and how to thrive in your first 90 days.

Whether you are ready for your next Executive Role or you are building the case for your first management position, the Framework fast-tracks your success.

# The Lit Up Leadership Framework



## How it works

The Lit Up Leadership Academy is a combination of on-demand taught materials and experiential group sessions that engage learning by active reflection and doing.

The program includes 12 months access to all of the following:

- The Lit Up Leadership Academy Training Portal including:
  - 100+ hours of on-demand training that you will work through as you need to so you work on what you need to instead of everything at once.
  - The Leaders' Confidence Toolkit to get your leadership confidence on point asap.
  - Career training on everything from leadership interviews, to resume writing and how to blow your new organization out of the water in your first 90 days.
- A dedicated coach that you'll work with during your time in the program
- Co-design of a personalized leadership development plan with your coach
- Weekly Slack check-ins with your Coach to guide you through your learning journey.
- Monthly group coaching sessions with your coach.
- Monthly live Q&As via Zoom, with the option to submit questions ahead of the session and catch the replay.
- Monthly live training on Zoom to further accelerate learnings aligned with the needs of the current participants, with the option to watch on replay.
- A flexible format for working women — individuals can learn at their own pace .
- An online discussion forum where participants can share learning and discuss the material.





## 6 months 1:1 support

We've seen first-hand the power of 1:1 coaching, which is why for your first 12 months in the program you'll receive dedicated 1:1 coaching with your coach.

You'll get:

- Twice monthly 1:1 Executive Coaching Sessions with your Coach
- Unlimited check-ins on Slack Monday-Thursday so you can move through the program faster, get questions asked more quickly and get the responses you are after in a timely manner
- Your professional development plan written for you by your coach and used to guide your coaching conversations. This is reviewed and updated as frequently as needed for as long as you are a member.
- Career development assistance with resume writing, LinkedIn profile development and interview preparation and practice sessions.
- Role transition skills coaching dedicated time on your first 90 days planning including a curated 90-day plan.
- Leadership assistance: Work on any documents needed for your work from strategy development, reviewing presentations to writing reviews for your team including proof-reading and recommendations specific to the senior leaders/executive level.





## About Toni Collis

Toni Collis, Ph.D is the CEO of Collis-Holmes Innovations, a multi-award-winning leader and executive leadership coach, international keynote speaker, and consultant.

Toni's career started in the field of Supercomputing and early on she focused on bringing the field of supercomputing to new users to facilitate discovery by expanding the reach of supercomputing as a solution tool.

As Founder of Women in High Performance Computing (WHPC), Toni developed and led innovations aiming to diversify the international Supercomputing workforce, providing HPC tutorials designed for women, training and consultancy on building inclusive workforces, and research into how to improve the representation of women.

In early 2019, Toni focused on her passion for broadening diversity & inclusion in the technology industry and now offers leadership & executive coaching and training for women in tech, with a personal goal of assisting 2000 women into the tech C-Suite in the next 5 years.

Toni is known for her authentic, real and energetic communication, teaching and coaching style. Toni is the creator of Lit Up Leadership Academy and the Shift To Thrive programs for women in tech.

Women from around the world follow Toni's teaching and coaching in her free [Leading Women in Tech](#) Slack community and by listening to the "[Leading Women in Tech](#)" podcast.



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## QUESTIONS?

- Email us at [support@tonicollis.com](mailto:support@tonicollis.com)
- Or book a call with Master Coach and Program Director, Toni Collis [here](#).