

WHAT EXPERTS



**ABOUT THE
MASTERING
EXPERTSHIP
PROGRAM**



**MASTERING
EXPERTSHIP**

*"The Expertship program really switched on a light for me. It made me realise that there is so much more to being a technology person than the technology."
MELBOURNE 2017*

*"I was stuck. I felt I had developed by capability as far as I could. But Mastering Expertship helped me see avenues for personal and professional growth, and for the first time in years I've committed to a meaningful development plan, and have executed it."
MELBOURNE, MAY 2018*

X



THAT THERE IS A CAREER PATH FOR EXPERTS



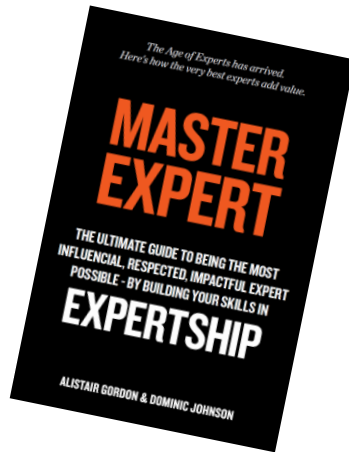
From specialist, to expert, to master expert – the insight that comes from seeing a clear career path for experts getting more expert is much appreciated by participants.

Often, the biggest insight of the week for experts is that they could add much more value – operating at the Master Expert level – than they do now. This acts as inspiration and a call to action.

2

THE TOOLS!

Once aware that they could be operating at a higher level, participants universally report that mastering the various tools introduced in the problem is one of their biggest value items.



The tools include models, processes, and guides to audit, improve, and plan everything from influencing and communication strategies, conversations, performance metrics, stakeholder relationships, strategic alignment, personal impact and collaboration. Mastering the tools leads to Master Expert status.

"I found the course enabled me to develop a way of thinking that made for a more collaborative environment. It helped me refine my skills to become more of a trusted advisor."
 SYDNEY 2018

"I feel the course content was valuable and provided me with lots of tools to use professionally. The real life practice conversations were really good, and created some interesting discussions and self reflection."
 MELBOURNE, 2019



3

WORKING WITH EXPERTS FROM OTHER DOMAINS & ORGANISATIONS

Participants of public programs are often seated with experts from different domains and different organisations. There is usually a variety of industries represented. This provides these experts with a unique opportunity to spend time exploring both the differences – and similarities – of challenges faced by experts across a diverse group.

Participants of in-house programs (single client), often have a similar experience, because they will be seated with experts from different domains, and often different divisions. These programs really help break down silos in larger organisations.

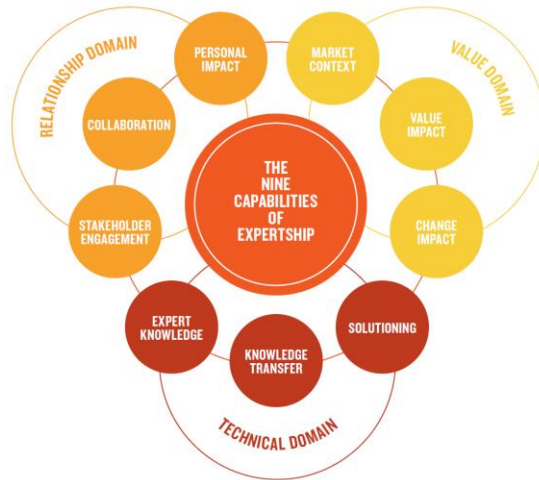
“Working with other experts from other companies was a very positive experience. Being able to draw on other fields and industries was integral to our learning.”
AUCKLAND, 2018

“Very positive experience having other companies in the room. Fresh air from just thinking back to my own company. Different perspectives are needed.”
ADELAIDE, 2018



4

THAT IT IS DESIGNED FOR EXPERTS



Every element of the expertise programs are based on the Expertship Model, and thus designed by experts for experts. This makes every module directly relevant for experts and useful and deployable in the complex corporate environments in which they operate.

"I will be strongly advocating this course. It was brilliant – a career changing moment."
SYDNEY, 2017

"I've already recommended it to my brother and my boss."
MELBOURNE 2017



5

FEEDBACK FROM STAKEHOLDERS WHO MATTER

“The entire training program was structured very well with adequate content and activities. The survey & results were really detailed, with in depth info to identify one's strengths and weaknesses. And accordingly improve.”
WELLINGTON, 2018



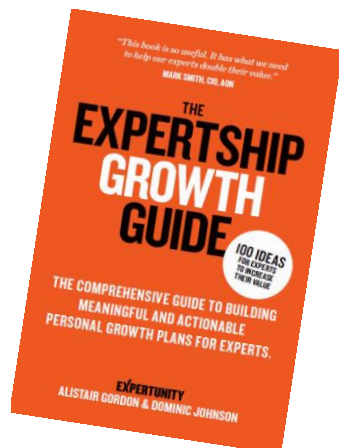
Most experts who come on expertship programs have never undertaken a 360-degree multi-rater survey. And if they have, it's been a generic or leadership-focused assessment tool. Not so with the Expertship360. Participants love the feedback and the debriefs, run by their coaches. The *Expertship Growth Guide*, a companion book for all of our expertship programs, helps experts and their managers shape really actionable and effective personal growth plans.

X

**MASTERING
EXPERTSHIP**

6

MY OWN COACH, WHO HAS BEEN A SUCCESSFUL EXPERT



Participants get allocated – and interact with several times through the program – their own coach. These are experienced and success experts in their own right, who can help our participants navigate their learning journey, and advice on options and measures. Participants report they love the individual attention from people who understand the world in which they need to survive and thrive.

"I think the coaching component is an essential part of this programme, as a way of continuing the commitment to developing expertship once the seminar part of the course was concluded."

WELLINGTON, 2018

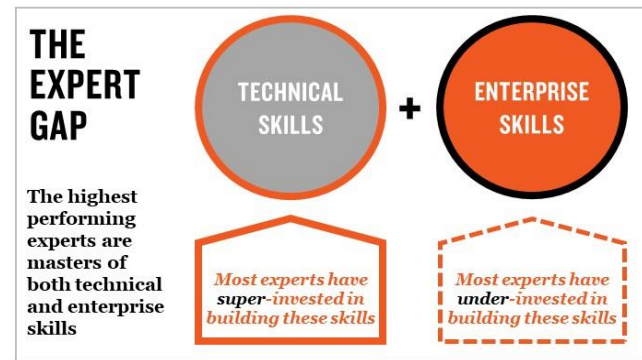
"I had a fantastic coach. He really took the time to care about my situation at work and how he could provide mentorship as well as check in regarding my PGP and learnings from the course."

NEW YORK 2018



7

THE INVESTMENT IN ME



Sending experts on a mastering expertship program is a statement by the organisation that the expert is highly valued, and had potential. One of the most common feedback statements at the end of the program is experts thanking their organisations for investing in them. They've been noticed.

They've had their enterprise development invested in, not just their technical skills. For most experts, this is a sea-change moment.

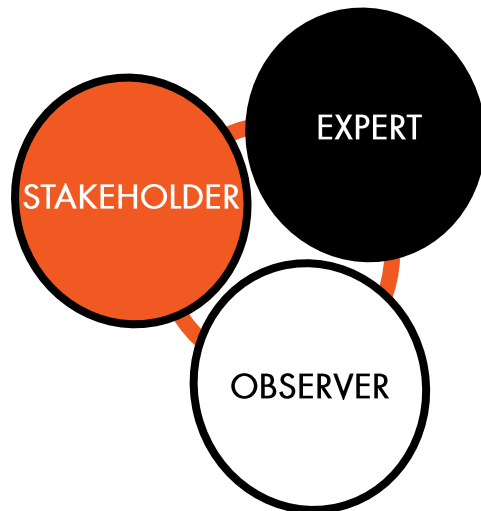
"It was able to move me out the comfort zone I had built up around me that led to my disengagement with my employer."
 SYDNEY, 2018

"It's a few months journey, not just a few days training. Gave me chance to practice and plan for my career. I felt invested in."
 AUCKLAND 2018"

X

8

WRESTLING WITH THE 'REAL PLAYS'



This is more of a love-hate relationship. Most experts really don't enjoy being out of their comfort zone role-playing conversations, but most by the end of the expertship programs accept that the real plays might just be the most valuable part of the program.

It forces experts to practise the tools, and accelerates their mastery.

"I liked best the role plays. It was really practical in terms of learning skills relevant to achieve work place development."
SINGAPORE, 2018

The role plays are excellent. They put me in a live situation where I can try out some of the skills that I learn during the workshop. Valuable experience.
MELBOURNE 2019



PROGRAM DESIGN



Every participant gets allocated a personal fully accredited expertship coach.

They join a cohort of experts from a wide range of domains and work together to define best practice and next practice.

It is a collegiate and collaborative experience.

From the workshop participants walk away with greater insight into their own strengths and weaknesses, and a Personal Growth Plan.

Participants get individual coaching sessions to assist them deploy new skills and mindsets.

MASTERING EXPERTSHIP

Download a Prospectus for Mastering Expertship at our website – www.expertunity.global





EXPERTUNITY
POWERING EXPERTS. INSPIRING TOMORROW

SYDNEY ● NEW YORK ● LONDON ● SINGAPORE
WWW.EXPERTUNITY.GLOBAL