



# M·A·I·L

MEN ACTIONING INCLUSIVE LEADERSHIP

PEOPLE  
MEASURES

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The leaders that **stand out from the pack** are those that have a deeper understanding of the barriers and systemic issues that prevent innovation, talent acquisition and retention, problem solving and business growth.

They use this deep understanding to drive strategies and actions which lead to sustainable business success.

A thick, orange, hand-painted brushstroke that curves from the left side of the page, underlining the word 'sustainable' in the paragraph above, and then sweeps upwards and to the right, ending near the top right corner of the page.

**IT'S TIME  
TO JOIN  
MAIL**

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# WHAT IS MAIL?

MAIL (Men Actioning Inclusive Leadership) is a **leadership development program** designed specifically for men, with a core focus on learning to **disrupt the status quo on gender**.

This is critical, because leaders are working in environments that continue to become more **complex and competitive** than ever before.

## **Leaders across all sectors are experiencing:**

- novel wicked issues that impact business performance.
- an ongoing fight for talent across industries.
- the need to list organisational responsiveness and capability.
- a greater expectation of wide ranging ESG programs imbedded into business operations.
- increased demands from Boards and stakeholders.

Research demonstrates that more women in key decision-making positions delivers significantly better company performance, greater productivity and profitability<sup>1</sup>. A lack of women in key decision-making roles makes it harder to attract and retain key talent (of all genders). And a lack of gender diversity breaches an organisation's legal responsibility to create an equitable and inclusive workplace (which is now reported publicly).

The leaders that stand out from the pack are those that have a deeper understanding of the barriers and systemic issues that prevent innovation, talent acquisition and retention, problem solving, and business growth.

<sup>1</sup> WGEA Gender Equity Insights series produced by Bankwest Curtin Economics Centre (BCEC) in collaboration with the Workplace Gender Equality Agency (WGEA).

# WHY DO WE NEED MAIL?

**Gender inclusiveness is everyone's responsibility, and that includes MEN.**

Gender inequity is a widespread problem. It impacts individuals, communities, and workplaces. In Australia, women make up almost 50% of the workforce but only 22% of CEOs and approximately 32.5% of key decision-making roles across all industries. Gender inequity is **costing the Australian economy an estimated \$128 billion<sup>2</sup>**.

Every leader has a responsibility to create equitable and inclusive environments at work. We need **more** leaders who have the understanding and skills to drive a closure in the gender gap and create high performing organisations that are diverse, innovative, and able to meet current and future challenges.

<sup>2</sup> Deloitte (2024), Remaking the norm: [Six actions to achieve gender equity in Australia](#).

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# THE SYSTEM NEEDS TO CHANGE.



*For that to happen,*

***MEN need to exercise leadership on gender inclusivity, equity, and equality.***

*MAIL will help you, together with other highly motivated men, break through the barriers to achieving better outcomes for gender inclusivity in your workplace.*


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# How is MAIL different?

Think about your leadership toolkit like your phone. Rather than adding another (soon to be forgotten) app to your home screen, the MAIL program supports you to change your entire operating system.

Our approach focuses on gaining more complex and sophisticated ways of thinking, greater wisdom, and clearer insights. MAIL will ask you to reflect on your experiences, perspective, values, relationship with women, beliefs about gender, and willingness to take action on changing the current system. In other words, the program is centred on two key questions: **‘What kind of leadership is required to make progress on this issue?’** and **‘What does that mean for your leadership?’**



*“Similar to most leaders, throughout my career I have had many opportunities to develop and refine my leadership skills through talent programs, leadership training and on the job experiences across multiple industries. All of these moments have helped to lift my understanding of leadership theory and have raised my general capability. However, there have only been **a handful of examples where my participation in a program has challenged me so deeply that it has forced me to fundamentally rethink how I operate, how I think and how I act.** And these are the moments that have had the most **profound impact on me** and which have made me who I am today.*

***I believe this is what the MAIL program offers.** This is a chance for men in all industries to reflect deeply about the role they currently are and should be playing to remove gender inequity from all facets of society including the workplace.”*

**Justin Untersteiner**

Chief Operating Officer

Australian Financial Complaints Authority

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# What will I walk away with?

- A greater understanding of gender and how it impacts your own and others' lived experiences.
- Knowledge of how gender is related to power and privilege.
- Appreciation of the universal nature of gender bias.
- Enhanced awareness of the **benefits of gender equity** for business, for women, for men for families, and for society.
- Strategies for promoting gender equity and challenging gender-biased mindsets and workplace practices.
- Techniques to engage other men in gender diversity efforts and advocate for gender equity.

## Who should attend?

MAIL is a program for leaders who want to enhance their leadership skill; individual contributors, team-leaders, managers of managers and executives.

**A desire to learn and make a difference is what counts.**

This program is for men who want to be a voice for change. Men who are seeking to be challenged and have their perspective broadened. Men who are ready to reflect deeply, with honesty and humility, about their role in our current gender imbalanced system, and the leadership required from them in their organisations.





# MAIL

## explores:



- **What it is like to be a man** in the world today.
  - The **experience of women**, at work and beyond.
  - **The definition and role of leadership** in relation to gender in the workplace.
  - **The role of the individual and the broader system**, and how they interact.
  - **Your individual style and strengths**, including how can you best leverage those and when might they get in the way.
  - Helping you understand **your purpose** in this space and anchor to what matters most.
  - **Leading self and others through change**, understanding the barriers to change and how to support yourself, others, teams, and organisations move through change.
  - **Breakthrough conversations**, learning and practising a framework to hold conversations about topics that can feel difficult.
  - **Reflective practice**, a critical part of the learning cycle is creating space for reflection.
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# Program Details

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## Format

MAIL consists of a mix of face-to-face and online, group and one-on-one sessions across several months, perfect for those in demanding positions. The structure ensures regular connection with the program, fellow participants, and facilitators.

- 1 x Orientation interview
- 1 x Initial full day face-to-face workshop
- 1 x 5-hour online workshop
- 1 x Two-day face-to-face workshop
- 3 x Individual online executive coaching sessions
- Online group coaching
- A workplace-based group project

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## Investment

<b>General</b>	\$5,400 (ex GST)
<b>Not-for-Profit Sector</b>	\$3,950 (ex GST)

10% discount for three participants from the same organisation.

A limited number of scholarship places, with significantly reduced fees, are available. If you are interested in applying for a scholarship place, please contact us for an application form.



# HOW TO JOIN

Complete the  
**online application form**  
to secure your place.

For more information, email  
**[action@peoplemeasures.com.au](mailto:action@peoplemeasures.com.au)**  
or visit our  
**website.**

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