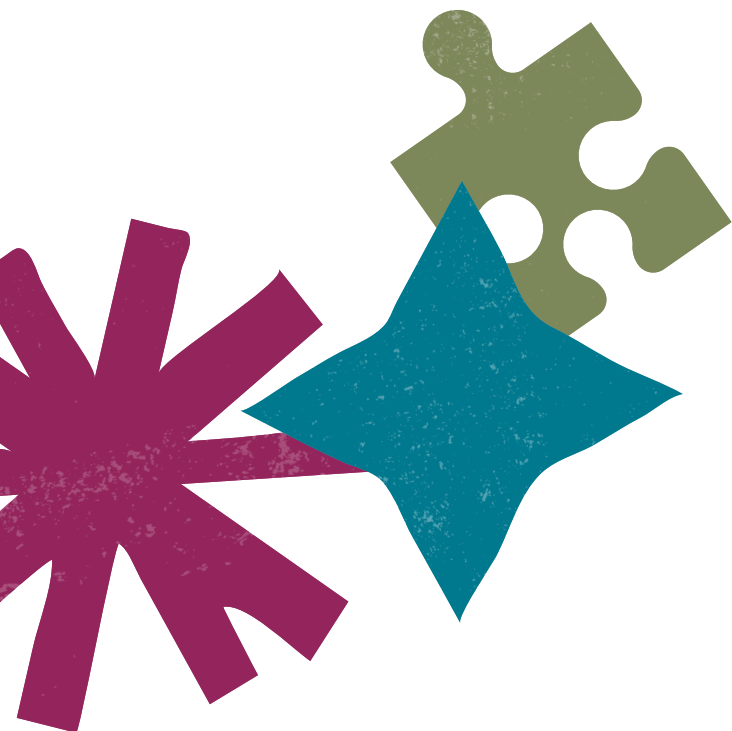




Lead the Way

Snow Leadership Program

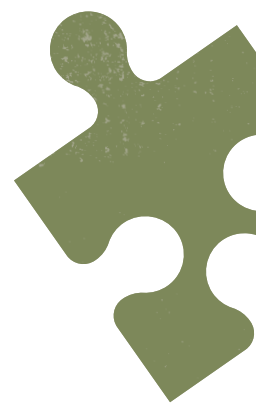
Information Pack 2026





Lead the Way

Snow Leadership Program



Lead the Way is an immersive and practical leadership program designed for CEOs and senior leaders in the for-purpose sector. It brings together individual leadership development, peer connection and real-world organisational application, supporting leaders to navigate complexity, build strong teams and lead with clarity and confidence.

This bespoke leadership program has been co-designed with *Social Impact Hub* and input from community leaders.

Lead the Way is an exclusive, invitation-only leadership program delivered across Canberra and Sydney. It offers a unique opportunity for cross-city connection and shared learning experiences.

There will be 12 participants in each Canberra and Sydney cohort, and we encourage the participation of two senior leaders from each organisation to maximise the benefits of this transformative experience.

The core program runs from May–September 2026, with individual leadership assessment and coaching commencing in April.

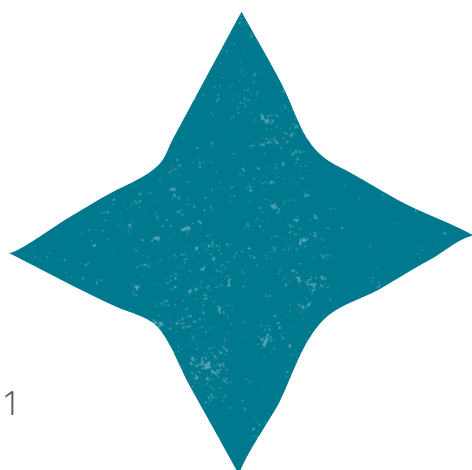
About the program

Delivered by *Social Impact Hub*, the program includes:

- Individual leadership strengths assessment and executive coaching
- Opening retreat in Canberra and closing retreat in Sydney
- Five expert-led masterclasses (online and in person)
- Facilitated cohort connection and peer learning

Participant Outcomes

- Build confident, values-driven leadership capability
- Learn alongside a cohort of peers facing similar challenges
- Strengthen your organisation's impact and sustainability
- Gain insight through leadership assessment and executive coaching
- Build practical strategies you can apply immediately





Program Framework

	Where	When	Context
Leadership Assessment	Online	Flexible - conducted at a time that suits you prior to program commencement.	Receive an individual leadership assessment and debrief, to reflect on your leadership competency.
Opening Retreat	Canberra	Midday Monday followed by a full-day immersion on Tuesday.	Begin the program with an in-person immersive retreat, creating space to reflect, connect with peers and set direction for the months ahead.
Masterclasses	Majority of Masterclasses will be delivered online (Note, Masterclass 2 and 4 will be delivered in-person in both Sydney and Canberra with your cohort)	5 x 3-hour Masterclasses	Engage in a series of five Masterclasses that include practical exercises, case studies, and peer learning opportunities.
Closing Retreat	Sydney	Midday Monday followed by a full-day immersion on Tuesday	Wrap up the program with a final retreat in Sydney, featuring a dinner on Monday evening. This provides an opportunity to reconnect and reflect with the cohort before a full-day immersive learning experience on Tuesday.
Social Impact Hub's Playbook	Online	Self-paced learning	Topics include strategy, governance, impact investing, impact measurement, and diversifying revenue.



Program Schedule



Program Journey

Participating leaders will move through a deliberate leadership journey — from self, to team, to organisation. The program begins with a focus on individual leadership strengths, then explores how leaders build and support effective teams, before turning to how they lead their organisations to achieve greater impact.

	Date & Location	Activity
April	By individual appointment	Leadership strengths assessment Individual coaching debrief session
May	Monday 4 and Tuesday 5 May Wednesday 27 May 9:30am – 12:30pm	Opening retreat – Canberra (in person) 1.5 days, commencing midday Monday Masterclass 1 – Impact measurement (online) Individual coaching session 1*
June	Wednesday 17 June 9:30am – 12:30pm (Canberra) Wednesday 24 June 9:30am – 12:30pm (Sydney)	Masterclass 2 – Communicating & impact storytelling (in-person) Individual coaching session 2*
July	Wednesday 22 July 9:30am – 12:30pm	Masterclass 3 – Managing high-performance teams (online) Individual coaching session 3*
August	Wednesday 12 August 9:30am – 12:30pm (Canberra) Wednesday 19 August 9:30am – 12:30pm (Sydney)	Masterclass 4 – Diversifying revenue (in-person) Individual coaching session 4*
September	Wednesday 2 September 9:30am – 12:30pm Monday 21 and Tuesday 22 September	Masterclass 5 – Systems change (online) Individual coaching session 5* Closing retreat – Sydney (in person) 1.5 days, commencing midday Monday



Assessment, Coaching and Masterclasses

Assessment and Coaching

Participants complete the Leadership Strengths Assessment, a globally recognised tool that provides insight into how you lead at your best, including your core strengths, leadership style and what gives you energy and impact.

Each participant receives a one-to-one debrief with an accredited coach to interpret the results and explore how to apply them when leading yourself, your team and your organisation.

Across the program, leaders also receive five individual coaching sessions with an accredited Social Impact Hub coach, supporting them to turn insight into action and progress their leadership goals with confidence and clarity.

Masterclass 1

Impact Measurement

- Understand why measuring impact matters
- Explore how tools and frameworks demonstrate progress and effectiveness
- Apply Theory of Change and impact measurement approaches in practice

Masterclass 2

Communicating and Impact Storytelling

- Understand how compelling narratives influence partners, funders and communities
- Develop practical approaches to finding and engaging audiences through storytelling.

Masterclass 3

Managing High-Performance Teams

- Understand the characteristics of high-performing teams
- Apply practical frameworks for building and leading strong teams
- Strengthen collaboration, feedback and healthy dialogue.

Masterclass 4

Diversifying Revenue

- Explore a range of revenue streams to strengthen financial sustainability
- Assess different forms of capital and identify the right funding at the right stage.

Masterclass 5

Systems Change

- Build understanding of systems thinking principles
- Reflect on the systems your organisation operates within
- Explore collaboration as a driver of long-term change.





Facilitators and Coaches



Rachael Wilcox

Rachael Wilcox is an organisational development consultant, facilitator and coach with over 25 years' experience working with leaders and teams across more than 35 countries. She specialises in supporting mission-driven organisations to strengthen leadership capability, navigate complexity and foster collaboration for sustained social impact.

As a Senior Organisational Development Consultant with Training Resources Group, Inc. (TRG), Rachael has led major engagements with the World Bank Group, the US Department of State and USAID, and served on TRG's Board of Directors and Executive Committee, contributing to organisational strategy and leadership.

Her recent work includes leading a large-scale leadership development program for 150 World Bank Group leaders across Asia and the Pacific, and facilitating change processes to align USAID's Pacific assistance portfolio across regional hubs.

An Associate Certified Coach (ICF) and accredited mediator, Rachael is known for creating practical, adaptive solutions in complex environments.



Matt Allen

Matt Allen is an experienced and passionate professional in the for-purpose sector, with recent roles including management, research, training and consultancy. With several years spent as a researcher working on major projects for the non-profit and social enterprise sector, Matt brings a structured and rigorous approach to his work, along with the ability to translate and apply academic insights to improve social impact practices. He also brings significant on-the-ground experience in non-profit and social enterprise management, with over seven years spent in program coordination and management roles.

Matt has worked on social impact projects at a variety of scales – from supporting rural micro-enterprises in the Philippines to creating collective impact measurement frameworks at a regional, state and national level in Australia. His core skills include impact measurement, business planning, financial modelling, design thinking, impact investment readiness, collective impact, and systems/ complexity approaches to social entrepreneurship.



Facilitators and Coaches



Sarah Patel

Sarah is a People & Culture leader with over 20 years' experience driving transformative change across large and complex organisations. She currently works as a Freelance HR Consultant and Coach, specialising in HR strategy, organisational and leadership development, change management, facilitation and executive coaching.

Previously at Westpac Banking Corporation, Sarah held several senior roles. As Head of Leadership Development, she led the development of 5,000 leaders through award-winning initiatives and embedded the Group's culture strategy. As Executive Manager, Workplace Change, she guided the transition to hybrid working, and as Change Director, she led the People, Change and Culture stream supporting 12,000 employees through major workplace transformation.

Grounded in systems thinking and change management, Sarah is known for her engaging and thoughtfully provocative style. She is deeply committed to creating positive social impact and works extensively with leaders in the for-purpose sector to build confident, values-driven leadership.



Jon Davies

Jon is an experienced consultant and facilitator. He assists organisations to build their capabilities in strategy, efficiency, and successful delivery of projects and change.

Starting with a breadth of senior leadership experience from the corporate world, Jon jumped at the opportunity to work in the social change sector - to make a difference where it is really needed. Since joining the sector, Jon has held CEO and strategic head of product roles and has led a tech start-up social enterprise. Jon is currently a Board Director of a youth homelessness organisation.

Jon is known for his innovative mindset, can-do attitude and as a person who loves a challenge.

Jon is also an urban greeny at heart. When he is not in the office, you will find him spending time with his family – ideally camping or snowboarding, or even better, camping in the snow.