

HOMeward BOUND 7



APPLICATION PACK

INTRODUCTION

The vision of Homeward Bound is to equip a 10,000-strong global collaboration of women with a STEM background to lead, influence and contribute to decision-making as it informs the future of our planet.

The inaugural Homeward Bound program took place throughout 2016, culminating in an extraordinary journey to Antarctica. It was a life-changing experience for all of us (both participants and the leadership team).

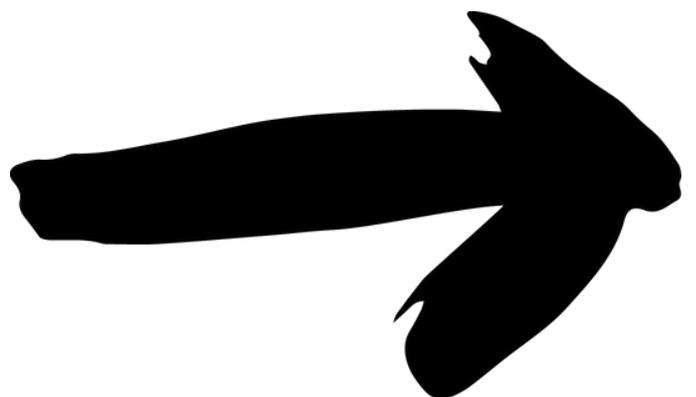
By the time Homeward Bound #7 commences, over 500 of a targeted 10,000 women will have completed the Homeward Bound program.

We are excited to open applications for Homeward Bound 7 (#TeamHB7), which will see 100 women with a STEM background from around the world selected to take part.

The STEM women who will be selected for #TeamHB7 will all be in, or thinking of taking up, leadership roles (positions of influence), with a deep personal commitment to the greater good (doing what they can towards living and leading sustainably).

In this first phase, #TeamHB7 participants will be committing to a 12-month virtual program, which will commence in April 2022. The program will be delivered by an expert faculty from around the world.

In the second phase, an international meet up of the cohort will be confirmed when travel is safe and vaccine programs equitable.



The virtual program is designed to enhance the leadership, strategic and visibility skills of participants, as well as build the understanding of and connection to science and collaboration (including science communication skills) as it informs what is happening to our planet. Every aspect of the program is geared towards ensuring that participants are equipped with the leadership skills to effect positive outcomes in their sphere of influence, as well as in the wider world.

On completion of the virtual program, participants join a deeply trusting, highly skilled and exponentially expanding network of women – who are committed, compassionate and ready to lead.

All participants will be offered the opportunity to take part in a global meet up, as noted above, when we can confirm details. Due to the ongoing impacts of COVID-19 on international travel, we do not know at this stage when that will be.

Before you apply, please read through the following document so you are able to make an informed decision about whether this is the program for you, at this time. We hope it is!

CONTENTS

01	INTRODUCTION
03	PROGRAM SNAPSHOT
04	WHY THIS PROGRAM?
05	ABOUT THE PROGRAM
07	PROGRAM STRUCTURE
08	PROGRAM STREAMS
11	TESTIMONIALS
12	PROGRAM FEES AND PAYMENT SCHEDULES
13	APPLICATION DETAILS
13	Eligibility Criteria
13	Selection of Applicants
14	Application Process
14	Application Stages
16	Submission Information



PROGRAM SNAPSHOT

Program Duration: 12 months

Program Dates: April 2022 to March 2023

Program Delivery: online *

Program Cost: AUD\$8,900

Time Commitment: 10-20 hours per month

Phase 1: Successful applicants will be committing to a 12-month virtual program, joining 100 other women in STEMM from around the world.

Phase 2: A global meet-up will be offered as an extension to the #TeamHB7 virtual program when international travel is again equitable and safe. The cost for the global meet-up will be determined once details are confirmed.

Phase 3: Joining the international Homeward Bound network (The Convergence), exploring the opportunities for small and large collaborations for the greater good.

WHY THIS PROGRAM?

There is a lack of leadership opportunities for women with a STEM background

- Science has underpinned much of the progress of living standards in the world and will continue to do so but must also be used to address many of the most challenging consequences of this progress by solving the problems that have arisen.
- We believe women leading in this context are crucial to ensuring the delivery of balanced and equitable long-term decisions.
- Women in all sectors deal with systemic and overt impediments to their leadership, despite repeatedly demonstrating their immense value. Only 29% of senior leaders are women and this varies significantly by region. They are routinely paid significantly less than male counterparts.

There is a lack of visibility for women with a STEM background

- Women in STEM experience significant systemic bias to the extent that many women do not stay within the field. i.e. bias in allocation of grants, strategic responsibility, promotion etc.
- Overwhelmingly, research findings demonstrate that women of colour, among other underrepresented groups, do not persist in STEM at the same rates as their white male counterparts due to social or interpersonal factors.
- Women in STEM are less visible in science research and in STEM awards, prizes and grants.

04

The practice of leadership is in crisis: we need innovative approaches on how to lead for the future of the planet

- The 2021 Edelman Trust Barometer reveals an epidemic of misinformation and widespread mistrust of societal institutions and leaders around the world (Edelman Trust Barometer, 2021).
- Leadership focus has been comparatively short-term, male-dominated, 'I' over 'we', competitive, acquisitive and aggressive.
- Homeward Bound's model of leadership is collaborative, inclusive, legacy-minded and trusted with assets.
- By elevating women with a background in STEM into positions of leadership, we increase opportunities to contribute to global issues such as health crises, plastic pollution, deforestation, loss of biodiversity and the climate crisis.

ABOUT THE PROGRAM

WHAT IS HOMEWARD BOUND?

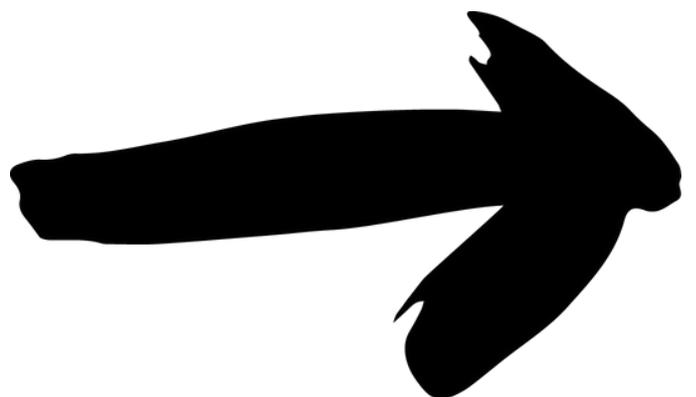
A global leadership initiative for women with a STEM background.

Your Homeward Bound experience starts with a 12-month online leadership program with a focus on self/others/context including visibility, wellbeing, science, and strategy.

Participants emerge more able to lead, recognising we are stronger together, and ready to have an impact both individually and collaboratively.

At the end of the online program participants join 'The Convergence', the global network of Homeward Bound women, working on women's visibility, gender inequality, climate change, and many other global and local collaborations.

Participants range in age from 20 to 70, span all career stages, and work collaboratively to elevate and enable each other.



WHAT HOMEWARD BOUND IS NOT

- An organisation which manages emerging collaborations. These belong to the alumnae of Homeward Bound through The Convergence and includes teams working on projects such as tackling the climate crisis, biodiversity loss, carbon offsetting, and reducing plastic waste, to a name but a few. Homeward Bound supports these projects, but the actions taken are determined by alumnae themselves.
- A science program. We are a leadership initiative for scientists. We do what we can to enable a shared understanding of current issues, which have included climate science, significant science symposiums where participants share their sciences and, of course, the science of Antarctica.
- An advocacy organisation. We seek positive change for a sustainability of the planet by elevating the leadership skills of women with STEMM (Science, Technology Engineering, Maths, Medicine) backgrounds and collaborative and individual project and achievements within the Homeward Bound network.
- Just a program for developing leadership capability. We do this, but we also build visibility for women in STEMM, an understanding of strategy, personal strategy and wellbeing and science collaboration.
- Targeted at specific age groups or career stages. We work across different career levels and ages, reflecting the world in which we live and work.
- About individual career progression. We are purpose driven to create a globally diverse leadership network where what 'we' do is as important as what 'I' do.

06

PROGRAM DELIVERY METHOD

The program will be delivered online via monthly video workshops, masterclasses and reflective practice sessions.

TIME COMMITMENT

We recommend a minimum of 10 hours per month to take part in #TeamHB7. However, participants who are undertaking fundraising activities to meet their program fees may require more time (this is a personal choice).

PROGRAM STRUCTURE

Leadership > awareness

Strategy > agency

Visibility > influence

Science > community

The #TeamHB7 leadership program is structured around our core 'Streams' of Leadership, Strategy, Visibility and Science.*

Supporting these Streams are:

- The Busara Circle, a group of eminent, experienced global leaders who support the program and share their unique experiences and wisdom of leadership with participants through a series of masterclasses, mentoring, and support opportunities.
- Our Wellbeing Team, who ensure a focus on psychological safety and wellbeing for participants.

The program utilises diagnostic tools, one-on-one coaching sessions delivered by Homeward Bound's 60+ global coaching community, and a mentoring program that matches participants with alumnae.

These key components are woven together into an integrated program, delivered by an expert global faculty.

* Please note that this program outline reflects content delivered for the Homeward Bound 5 and 6 cohorts and may be amended for the 7th cohort.



PROGRAM STREAMS

Leadership

Homeward Bound's Leadership Stream aims to deepen your awareness of your own personal leadership philosophy (what), purpose (why) and practice (how).

Combining research and experiential learning approaches, you will be supported to develop a leadership practice that responds to the complexity of your current context and prepares you for whatever may emerge in your future.

Your leadership capability will be developed using diagnostic tools, frameworks and reflective practices that aim to surface the elements that enable your leadership including: identity, power, values, mindsets and style.

Each participant will be paired with a professional coach, who will provide one-on-one coaching sessions to support your leadership development.

Visibility

A key gap between the will to lead and the ability to lead is finding and projecting your voice – being visible. It is necessary in order to build impact and have a wider influence.

Visibility is a critical, but often overlooked strategy, for advancing women into leadership and keeping them there.

More than communicating your science or profession, building influence for the sake of numbers or metrics, or becoming an artificially louder version of yourself, visibility is about demonstrating the value you bring.

We know visibility isn't straightforward – it is uncomfortable and takes practice. And for women, particularly women in STEM, there are systemic and structural barriers for being visible, and real potential drawbacks.

The goal of Homeward Bound's visibility stream is to support participants to develop the will and skills to be strategically and purposefully visible, in order to build influence and have a wider impact.



The Visibility Stream uses these three pillars to develop each participant's unique approach to visibility:

- Visibility to self: Knowing yourself through purpose, values, vision and self-awareness
- Visibility to others: Being known and seen by others, authentically using strategy and storytelling
- Visibility in context: Using your visible leadership for a greater purpose.

At the end of this Stream, participants will have used their skills to create a new narrative around their professional and personal visionary goals, culminating in the development of a visibility plan that aligns with their personal strategy map.

Strategy

Being adept at strategic thinking is a distinct advantage both personally and professionally. It enables you to allocate your resources – energy, time and finances – where they will have the greatest impact.

Being strategic requires you to put the smallest decision in the context of broader goals, and to make the time to reflect before making decisions. Making conscious choices about what you will do and what you won't is a critical part of being strategic. It is at the point of choice that your ability to be strategic is fully tested.

Homeward Bound's Strategy Stream builds your capacity to become comfortable with uncertainty and ambiguity, to approach possibilities with curiosity rather than judgement and to readily challenge your assumptions.

Through the program, you will learn how to increase your strategic contribution through building the insight to ask yourself bigger and better questions, connecting people and ideas in new ways, having the courage to make conscious choices and being more deliberate and intentional in your thoughts and actions.

Participants will:

- develop an understanding of how to map strategy in order to clarify and communicate it
- prioritise and align resources to make strategy happen
- develop their own personal strategy map
- use this framework to bring together the learnings from across the whole program
- establish a basis on which to make the conscious choices required to live a more purposeful life
- embed new behaviours into habits.



Science

A key objective of Homeward Bound is to elevate the importance of STEM and to establish a global community focused on collaborating towards impactful outcomes.

The Science component of the program explores what your purpose is in your STEM field, and what drives you to do the work you do. It explores your leadership journey in STEM, and helps you determine what you value in STEM leaders. In this Stream you will learn from other women in STEM, discuss current and emerging topics in STEM and explore the practise of kindness in science.

The program leverages the collective knowledge and expertise of participants to collaborate on chosen projects. Participants also learn about each other through a 'symposium' style presentation from each participant.

The goal of Homeward Bound's Science Stream is to elevate the voice of women in STEM, to support participants to elevate the importance of STEM, to grow our impact, foster new STEM collaborations and learn from each other.

TEAM#HB7 FACULTY

Faculty members for #TeamHB7 will be confirmed prior to the program commencing.

TESTIMONIALS

“I looked at it [advertised role] and thought I wasn’t ready, but I applied, and I interviewed. I wouldn’t have done it if I hadn’t done Homeward Bound. That led to other opportunities. Because of Homeward Bound I knew how to give a presentation with vision, strategy, diversity and inclusion.”

Dean, School of Computing Technologies, RMIT University, #TeamHB3, Impact Evaluation, First Person Consulting

“Homeward Bound has changed my view of leadership and my approach to every aspect of my life, including leadership.”

HB4 Participant, Homeward Bound Impact Evaluation Report, First Person Consulting

“The other women were absolutely the highlight and that was the most valuable part of the experience. To develop that level of trust and intimacy with a group of women is very rare, particularly for scientists.”

HB1 Participant, Impact Evaluation, First Person Consulting

“I think the most amazing thing about Homeward Bound is that it’s bringing together women from all over the world who are, who have a STEMM background working together as leaders for the greater good. And I think the thing that I’m most impressed by is that commonality we have in that space. You meet people from all over the world who sign up for Homeward Bound, and you realise that those same concerns that I might have about the future of the planet are shared by these women across the globe. It gives you hope that we will be able to work together to solve this.”

Prof. Sharon Robinson, University of Wollongong, direct Securing Antarctica's Environmental Future (SAEF) Research Initiative, HB Science Faculty

“I cannot speak highly enough of this program. Before joining Homeward Bound, I was feeling very alone and overwhelmed by the challenges plaguing the world. I was suffering from burnout, and I personally knew very few women in STEM who shared similar values and vision. When I applied for Homeward Bound, the usual self-doubt told me I was unlikely to be accepted. But I was and the experience was life changing. I learned how to articulate my personal and professional goals. I designed a strategy map to achieve them. And I learned about leading with conviction, emotional intelligence, and how to manage difficult conversations. The skills I learned in Homeward Bound have been applied in all aspects of my life. I have also developed more than a network of colleagues but a community of friends and mentors. It has been incredible to build a relationship with women in STEM from around the world. So, I really do encourage you to apply for Homeward Bound.”

Climate activist, agroecology scientist, farmer and author, HB4

PROGRAM FEES AND PAYMENT SCHEDULES

#TeamHB7 virtual program fee: AUD\$8,900

Program Payments:

Payment details	\$ AUD	Due date
1. Non-refundable deposit to secure your place in the program	200	7 days after signing terms & conditions
2. Second payment	2,900	15 January 2022
3. Third payment	2,900	15 March 2022
4. Fourth payment	2,900	15 May 2022

Please note that participants will need to cover any bank transaction fees incurred with making program payments (approx. AUD\$35 - \$100 per transaction for non-Australian participants).

Costs for the global meet-up will be published when we are able to confirm details, and when it is safe and equitable to travel. Due to the impacts of COVID-19 we do not know how much this part of the program will cost.

FUNDRAISING

Many Homeward Bound participants undertake fundraising to meet their program costs. Prior to the formal commencement of #TeamHB7, participants will be invited to a fundraising masterclass and will be provided with a fundraising toolkit to support them.



APPLICATION DETAILS

- **Wednesday 8 September 2021 (AEST) - applications open**
- **Thursday 14 October 2021, 10am AEST - applications close**
- **October to December 2021 - multi-stage review process**
- **Mid-December 2021 - successful applicants notified**

ELIGIBILITY CRITERIA

- You are, or identify as, a woman (this includes trans women and non-binary people)
- You have a background in STEMM
- You are at least 18 years of age
- If English is not your first language, you are competent speaking, reading and understanding English without relying on a translation interface. Please note that:
 - As the program is delivered in English, fluency will ensure you get full benefit from your participation
 - Your application (and accompanying video) must be in English.
 - You have educational qualifications at undergraduate level, as a minimum; or have attained equivalent practical experience
- You are able/prepared to raise the required funds to cover program fees.

13

SELECTION OF APPLICANTS

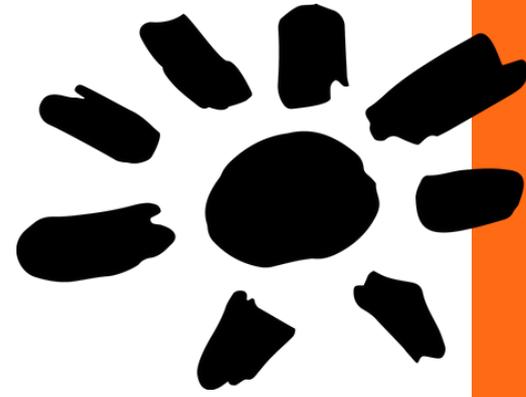
Applications are reviewed in a multi-stage process to ensure selections are fair and unbiased.

In the first review stage, each application is assessed up to three times by a panel of independent reviewers (including alumnae, accredited coaches and independent professionals). Applications are scored and weighted according to a consistent set of criteria.

At the second review stage, the top-ranked applications are again assessed by members of the Homeward Bound leadership/faculty teams, and the final placements decided.

Homeward Bound uses diversity quotas in its selection process to ensure it meets its aspirations of building a global, diverse network of women with a background in STEMM.

As Homeward Bound receives hundreds of applications per program, we are unfortunately unable to offer individualised feedback.



APPLICATION PROCESS

If you are excited by the purpose, reach and scope of Homeward Bound, and feel this is the right time in your career to be taking this next step, we invite you to apply for #TeamHB7.

Application Tips

- Allow adequate time to prepare and upload your application.
- Once your application is started it needs to be completed in one sitting – there is no option to save and continue. You can use the questions below (also linked here to a downloadable form) to pre-prepare your questions.
- Prepare your responses within the specified word counts.
- You will be required to upload your 2-minute video pitch to YouTube (or a similar platform), and to then include the link to that video in your application. If you are unable to access YouTube in your region, please use a similar online video platform.
- Use Homeward Bound’s video tip sheet to help you.

14

APPLICATION STAGES

PART A: PERSONAL INFORMATION

This includes your contact information, as well as information that will help us to ensure we are selecting a diverse cohort of applicants.

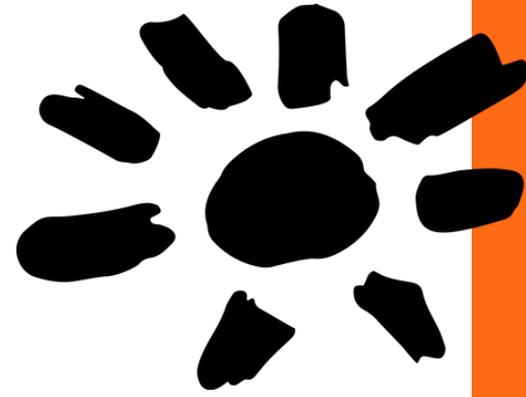
In order to ensure program accessibility and inclusivity, you are asked to complete a separate health information form if you have any significant, chronic and/or recurring mental and/or physical health conditions, or require special assistance to participate in the program.

PART B: YOUR CURRICULUM VITAE

In this section, we require you to attach a 2-page curriculum vitae.

In addition, we ask you to answer the following questions:

1. Briefly describe below your leadership experience to date, including who you lead/have led, whether teams or individuals or projects (200 words or less).
2. Based on your CV, summarise 3 highlights of your career and how you achieved them (200 words or less).



PART C: YOUR APPLICATION

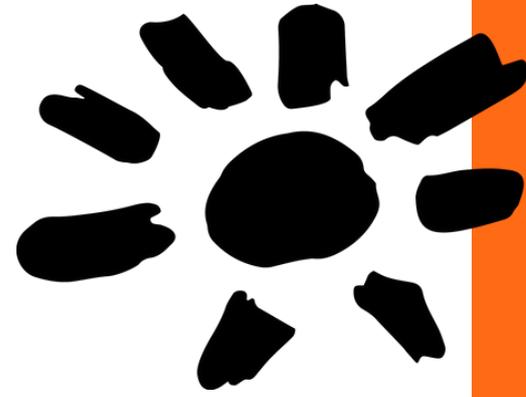
We want to know about you and what makes you the best possible candidate to be a part of this extraordinary program.

Step One: You are required to answer the following questions:

1. Why are you suitable for the Homeward Bound initiative? (200 words or less)
2. This I believe about leadership...(your view/approach; 100 words or less)
3. Right now, what do you think you need to learn as a leader? (100 words or less)
4. In the context of your STEMM background, how do you think your leadership could potentially influence the future sustainability of our planet? (100 words or less)
5. What form of feedback elicits the most constructive response from you? (100 words or less)
6. How would you rate your ability to receive constructive feedback? (1= not at all able; 5 = extremely able)
7. How would you rate your ability to give constructive feedback? (1 = not at all able; 5 = extremely able)
8. Please describe your capacity to overcome challenges/difficult situations; reflect on what this tells us about you, your coping skills and how you use them. Feel free to use specific examples. (200 words or less)
9. Describe how you create/foster networks and collaboration. (100 words or less)
10. Describe how you would contribute to Homeward Bound achieving its vision of a global, visible collaboration of women leading for the greater good. (100 words or less)
11. Describe your current public profile or reputation. (100 words or less)
12. What models of leadership need to be more carefully explored and why? (100 words or less)

15

Everyone carries both constructive and unconstructive narratives from life about themselves. This, in and of itself, does not exclude you from participating. We are seeking to ensure that you are comfortable sharing your story, are open to coaching, and recognise the benefit in this as a leader moving forward.



PART C: YOUR APPLICATION (continued)

Step Two: Elevator Pitch Video

Film a two-minute 'elevator pitch'.

Imagine you are in an elevator with members of the selection panel, and you have 120 seconds to convince them as to why you should be selected onto the program.

Click here for Homeward Bound's video tip sheet.

Please note: submissions that go over two minutes will be automatically disqualified.

SUBMISSION INFORMATION

Due Date

All applications to #TeamHB7 must be received by 10am on Thursday 14 October 2021 (Australian Eastern Daylight Savings Time) and include all parts outlined above.

Submission Portal

You can submit your application via the Homeward Bound 7 submission portal here:

homewardboundprojects.com.au/apply/hb7/

Once your application is started it needs to be completed in one sitting – there is no option to save and continue.

For a more enjoyable application experience, we recommend that you prepare your responses within the specified word counts.

**We look forward to getting to know you better through your application –
best of luck!**