

# FOR ORGANISATIONS

## Uses and Applications of

### Clarity Simplicity Success

*A Self-coaching Journal for Women*



Thank you for your interest in using this self-coaching journal to assist the female talent in your organisation.

This document has been prepared to help organisations understand how the journal works and how it may benefit both your female staff and your organisation.

#### 1. What is it?

The journal is a coach in a book which aids women to develop their self-leadership skills.

It contains a self-coaching process informed by research and decades of experience.

The author, Jacqui Alder, is an internationally experienced executive, consultant, and coach. She has over 30 years' experience working in complex organisations within a variety of industry sectors.

The physical and visual presentation of the journal incorporates elements designed to strengthen the psychological impact of the self-coaching experience.

#### 2. Why is it called Clarity Simplicity Success?

The journal derives its name from the three phases of the self-coaching process contained within.

#### 3. How does it work?

Individuals work through the self-coaching process and associated questions at their own pace.

#### 4. Who would benefit?

The journal would benefit any woman experiencing change or seeking to clarify her direction, including:

- Women undergoing career changes such as promotion or significant role change.
- Women returning to work from, or about to commence, a career break.
- Female mentees participating in a mentorship program.

#### 5. How can it be used in my organisation?

The journal has a variety of applications, including:

- As a tool to support women who are undergoing transition into leadership roles.
- As a tool to assist women departing on or returning to work from career breaks.
- As the basis of a mentoring program where the mentee is female.
- As a flexible and effective alternative to individual coaching.

# FOR ORGANISATIONS

## Uses and Applications of

### Clarity Simplicity Success

*A Self-coaching Journal for Women*



#### 6. How will it contribute towards my organisation's diversity objectives?

Using the journal can help your female talent, and hence your organisation's diversity objectives as follows:

- By assisting them to successfully manage career and life transitions.
  - Australian organisations who support their female staff at these times outperform their peers in the percentage of women in top tier roles and the retention of female professional and managerial personnel.[1]
- By developing their self-leadership skills.
  - Self-leadership skills are associated with an improved ability to respond to change and ambiguity, as well as increased innovation.[2] [3]
- By reinforcing their sense of self.
  - This has been shown to help women overcome the effects of stereotype threat.[4] [5]

#### 7. What level of post-purchase support is available to individual users?

Users can access videos explaining the journal and the self-coaching process via the [website](#).

The purchase price of the self-coaching journal also includes the option to contact the author via e-mail for ad-hoc support.

#### 8. What level of post-purchase support is available to organisations?

Support with leader and participant briefings can be provided at additional cost.

#### 9. What support do I have to provide my staff to use it?

The journal is designed to be self-directed and requires minimal additional support.

When used in an organisational context, it is recommended that leaders or mentors provide support to individuals as they work through the process.

#### 10. How widely is it used?

The self-coaching journal is currently used by a diverse cohort of women who include executives, professionals, and business owners. Users of the journal are located in Australia, New Zealand, USA, UK, and UAE.

#### 11. Is the journal only for individuals or can it be used for groups and teams?

It is a tool for individuals but may be used within a group coaching context.

If you would like further information about using Clarity Simplicity Success in your organisation, please e-mail [hello@claritysimplicitysuccess.com](mailto:hello@claritysimplicitysuccess.com).

[1] McKinsey & Company © 2017, Women in leadership: Lessons from Australian companies leading the way

[2] Carmeli A., Meitar R. and Weisberg J., International Journal of Manpower, Vol. 27 No. 1, 2006, pp. 75-90, © 2006 Emerald Group Publishing Limited

[3] Norris S.E., Emerging Leadership Journeys, Vol. 1 Iss. 2, 2008, pp. 43-61 © 2008 School of Global Leadership & Entrepreneurship, Regent University

[4] Kinias, Zoe & Sim, J. (2015). Affirming Personal Values Facilitates Women's Success in Business. Academy of Management Proceedings. 2015

[5] Morin R., Men more likely than women to compromise values for career success © 2013 Pew Research

# JACQUI ALDER

## Biography



**Jacqui Alder** is an internationally experienced human resources executive, consultant, and coach, with over 30 years' experience in complex global businesses. She has worked in Australia, Europe, and Asia across multiple industry sectors.

She is founder at Clarity Simplicity Success for Women and author of a self-coaching journal of the same name. The purpose of this business is to empower women to define their own meaning of success. Through her HR Consulting practice, Jacqui provides outsourced executive HR and HR project management support to organisations.

Jacqui enjoys being of service to women in the community. She has done this as a member, and advisory board member of several organisations working to advance the status of women.

Jacqui's qualifications include a Master of Commerce (majoring in Human Resources Management), plus accreditations in Change Management, Executive Coaching, and Project Management. She is also a graduate of the Australian Institute of Company Directors.



Jacqui Alder



[www.jacquialder.com.au](http://www.jacquialder.com.au)