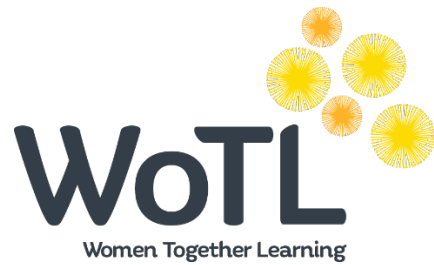


Request for Expressions of Interest

Stepping Into Leadership Program Facilitators (2028– 2032)



WoTL Ltd

Background

WoTL Ltd is a national for purpose organisation that supports women to thrive in agriculture through leadership development, professional learning and meaningful connections.

Stepping Into Leadership (SiL) is WoTL's flagship leadership development program and has been delivered for more than a decade. The program supports women working in agriculture and rural industries to better understand themselves, build confidence, strengthen relationships and step into leadership in their businesses, communities and industries.

The program is built on the belief that leadership begins with understanding who you are, rather than focusing solely on leadership tools, techniques or management processes. Through facilitated learning, coaching, reflection and peer connection, participants gain greater self-awareness and develop the confidence to create positive change in their lives and work.

WoTL is seeking Expressions of Interest from experienced facilitators to lead the Stepping Into Leadership Program from 2028 onwards and welcomes applications from facilitators who are passionate about supporting women in agriculture and who can create transformative learning experiences grounded in connection, self-awareness and authentic leadership.

Opportunity

WoTL intends to appoint a facilitation team to deliver the existing Stepping Into Leadership Program from 2028.

WoTL is open to receiving applications from:

- Established facilitation partnerships or teams; and/or
- Individual facilitators who may be paired with another facilitator by WoTL.

The successful facilitators will deliver the current program structure and content, with the opportunity to make minor enhancements in consultation with WoTL to ensure the program remains contemporary and relevant.

The preferred facilitation team will be identified during 2026, allowing an opportunity to observe the program and work alongside the current facilitators during 2027, prior to assuming responsibility for delivery.

Following a successful first year of delivery, WoTL's preference is to establish a longer-term partnership of up to five years.

About the Program

Stepping Into Leadership is an eight-month facilitated learning program that includes:

- 60 Minutes welcome webinar (December)
- Two-day residential workshop (mid February)
- One-day mentor training workshop (mid June)
- One-day mid-program workshop (mid June)
- One-day final workshop and graduation ceremony (September)
- Individual coaching sessions (3 per participant February – May)
- Selection of mentors (May)
- Individual mentoring sessions (June -September)
- Three on-line learning sessions, 60 – 90 minutes (March – September)

The program focuses on:

- Self-awareness
- Personal leadership
- Values and strengths
- Relationships and communication
- Confidence and influence
- Personal growth and change

The program is intentionally designed as a facilitated learning experience rather than a training program.

Our Facilitation Philosophy

The Stepping Into Leadership Program is built around the concept of the "who" of leadership.

WoTL is seeking facilitators who understand that meaningful leadership development begins with self-awareness, identity and personal growth. The program is not focused on teaching leadership frameworks, management systems or operational leadership skills in isolation.

We are seeking facilitators who can hold space for learning, reflection, curiosity and personal transformation while maintaining the integrity of the Stepping Into Leadership experience.

Essential Requirements

Applicants must demonstrate:

Facilitation Experience

- Demonstrated experience designing and delivering facilitated learning programs.
- Experience facilitating groups through personal development and reflective learning processes.
- Strong group facilitation and participant engagement skills.

Coaching and Facilitation Training

- Both members of the facilitation team have completed facilitation and coaching training.

Leadership Development Capability

- Experience using behavioural preference or personality profiling tools such as Myers-Briggs Type Indicator (MBTI) or similar.
- At least one member of the facilitation team is appropriately trained and experienced in delivering these tools in a way that is contextualised and relevant for participants.

Agricultural and Rural Understanding

- Strong understanding of agriculture, regional and rural communities.
- Appreciation of the unique dynamics of family farming businesses and rural industries / communities.
- Ability to contextualise concepts using examples and stories that resonate with participants from agricultural and rural backgrounds.

Program Delivery

- Flexibility to work around the broader WoTL events calendar.
- Strong organisational and communication skills.
- Ability to work collaboratively with WoTL staff, volunteer mentors and program stakeholders.
- Alignment with WoTL's values:
 - Authenticity
 - Empowerment
 - Listening and Responsiveness
 - Collective Impact
 - Openness and Curiosity

Personal Attributes

- High levels of emotional intelligence.
- Positive energy and presence.
- Ability to build trust and psychological safety.
- Strong self-awareness and reflective practice.

Desirable Requirements

It would be advantageous if applicants can demonstrate:

- Strong understanding of family farming businesses and rural industries / communities.
- Previous experience working with WoTL.
- Experience working remotely and collaborating with geographically dispersed teams.
- Experience delivering leadership and personal development programs within agricultural industries.

Transition and Onboarding

WoTL's preferred approach is to appoint the new facilitation team during 2026.

This will allow successful applicants to:

- Observe program delivery in 2027 if they are unfamiliar with the program.
- Build relationships with key stakeholders.
- Become familiar with the program structure and philosophy.
- Participate in a mentoring or buddy process with the current facilitation team.

Term of Engagement

The initial appointment will be for the 2028 Stepping Into Leadership Program.

Subject to satisfactory performance and mutual agreement, WoTL's preference is to establish a partnership for up to five years.

Intellectual Property

The Stepping Into Leadership Program, including its structure, methodology, content, resources, materials, branding and associated intellectual property, remains the property of WoTL. The successful facilitators will be engaged to deliver the existing program and may, in consultation with WoTL, contribute minor enhancements, updates or refinements to support the ongoing relevance and effectiveness of the program. Any modifications, resources or

materials developed as part of the facilitation engagement will become part of the Stepping Into Leadership Program and remain the intellectual property of WoTL unless otherwise agreed in writing. WoTL acknowledges and values the expertise facilitators bring to the program and will recognise facilitator contributions where appropriate through program materials, communications and stakeholder engagement activities.

Submission Requirements

Applicants are invited to provide:

1. Facilitator Information

For each proposed facilitator:

- Biography
- Relevant qualifications
- Facilitation and coaching training
- Agricultural and industry experience

2. Relevant Experience

Provide examples of:

- Facilitated learning programs delivered
- Leadership development programs facilitated
- Experience working with agricultural or rural audiences

3. Pricing Proposal

Applicants are requested to provide a pricing proposal for delivery of the Stepping Into Leadership Program based on the current program structure.

The pricing proposal should include:

- Facilitation fees for all face-to-face workshops.
- Facilitation of on-line sessions.
- Travel time (if charged separately).
- Coaching session delivery.
- Attendance at facilitator handover and observation activities during 2027.
- Any other anticipated costs associated with delivery.

Applicants should clearly identify:

- Any travel, accommodation and meal expenses that would be charged separately, noting that accommodation and meal expenses during workshop delivery will be covered by WoTL.
- Any assumptions made in preparing the proposal.

WoTL reserves the right to negotiate the final scope and fee structure with the preferred applicant(s).

While cost is an important consideration, WoTL will not select facilitators based solely on price. Demonstrated alignment with the philosophy of the Stepping Into Leadership program, facilitation capability, understanding of agriculture and rural communities, and ability to build trusted learning environments will be weighted more heavily than price.

In addition to the 2028 pricing, applicants should outline their proposed approach for reviewing and adjusting fees in future years. This may include factors such as CPI increases, changes to program scope, additional preparation requirements, travel costs, or other relevant considerations.

WoTL is seeking transparency regarding both the initial investment required and the methodology that would be used to determine pricing for subsequent years should the partnership continue beyond the initial engagement period.

4. Referees

Please provide two referees who can speak to your facilitation capability.

Submission Details

Expressions of Interest should be submitted electronically to:

Kim Blenkiron

Executive Officer

WoTL Ltd

E eo@wotl.com.au

Closing Date

The Expression of Interest period closes at 5pm ACDT on Tuesday 17th November 2026.

Why Partner with WoTL?

Stepping Into Leadership is more than a leadership program—it is a well-established and highly regarded learning experience that has supported hundreds of women across agriculture to grow in confidence, strengthen relationships and step into leadership in their businesses, communities and industries.

By partnering with WoTL, facilitators have the opportunity to:

Deliver a Program with Proven Impact

Stepping Into Leadership has a strong reputation within Australian agriculture and a demonstrated history of creating meaningful and lasting change for participants. Facilitators will have the opportunity to contribute to a program that continues to influence women, businesses, communities and the agricultural sector.

Build Deep Relationships with Participants

The program's eight-month structure enables facilitators to develop genuine connections with participants and witness their growth over time. This provides a rewarding opportunity to facilitate transformational learning rather than one-off workshop delivery.

Work with a Values-Led Organisation

WoTL is committed to authenticity, empowerment, listening and responsiveness, collective impact, and openness and curiosity. We value collaboration, trust and long-term relationships with our partners and contractors.

Deliver Within an Established Framework

Facilitators are not expected to create a new program from scratch. WoTL provides an established program structure, resources, participant materials and a clear philosophy that has been refined over many years. Facilitators can focus their energy on creating engaging learning experiences while contributing to the ongoing evolution of the program.

Contribute to the Future of Agriculture

Participants in the program are women who influence agricultural businesses, industry organisations, communities and families. Facilitators have the opportunity to support the development of leaders who will shape the future of Australian agriculture.

Join a Collaborative Team

Facilitators will work alongside WoTL staff, mentors, coaches, alumni and program partners who are committed to creating a supportive and high-quality participant experience. WoTL values open communication, shared learning and continuous improvement.

Opportunities for Ongoing Engagement

While the primary focus of this engagement is the delivery of the Stepping Into Leadership Program, WoTL delivers a range of leadership, professional development and community learning initiatives across Australia. Successful facilitators may have the opportunity to be considered for the design and delivery of other WoTL programs, workshops and special projects where their skills, experience and expertise align with program objectives. While such opportunities are not guaranteed, WoTL values building long-term relationships with facilitators

who demonstrate a strong alignment with our values, program philosophy and commitment to delivering high-quality learning experiences for women in agriculture and rural communities.

Be Part of a Long-Term Legacy

Stepping Into Leadership is one of WoTL's flagship programs and a cornerstone of its leadership development work. Facilitators have the opportunity to become custodians of a program that has had a significant impact on women in agriculture and help shape its future while maintaining the integrity of its purpose and philosophy.

"Facilitators become part of a national network of alumni, mentors, ambassadors and industry leaders who continue to engage with WoTL long after the program concludes."