behind closed doors™
leadership development for women

Business Case

FOR APPROVING AN **EXECUTIVES MEMBERSHIP** INVESTMENT



In the war for talent, the leaders who feel developed are the leaders who stay.

This is the case for approving a behind closed doors **Executives Membership** - what it costs, what it builds, and what you get back.

94%	88%	No. 1
of employees would stay longer at a company that invests in their development. *LinkedIn Workplace Learning Report*	**of organisations rank retention as a top concern — and learning investment is their #1 response.** *LinkedIn Workplace Learning Report, 2025*	**reason people voluntarily quit: no visible path to grow.** *Work Institute*

THE RETURN, IN PLAIN TERMS

Retention

She's supported to grow here — not somewhere else. Development is consistently the number one lever organisations pull to retain senior women.

Sharper Decisions

Structured peer challenge from senior leaders outside your business — no internal politics, no groupthink, just honest scrutiny.

A Stronger Bench

Direct encouragement and preparation to nominate for Board and Executive roles — succession pipeline, not a one-off certificate.

Governance-Ready, Ahead of Time.

Ongoing exposure to legislation, governance and best practice, so she's fluent when the stakes are high.

External Insight, Internal Benefit

Cross-sector perspective from other senior leaders feeds straight back into how she runs her role in your business.

Visible Commitment

A clear, public signal — to her, and to every woman watching how you invest in leadership — that **you back your talent to go further**.

WHAT'S INCLUDED

- ✓ Unlimited national guest speaker sessions.
- ✓ An assigned Accountability Partner between sessions.
- ✓ Facilitation by senior, high-calibre businesswomen.
- ✓ Access to unpublished Board and Executive appointments.
- ✓ AICD professional development points for attending.
- ✓ National, confidential peer network across sectors.
- ✓ Support and preparation to nominate for Board roles.
- ✓ Exclusive BCD Connexions networking events.
- ✓ Flexible face-to-face formats, join any time.

BCD'S ESTEEMED PARTNERS

The following distinguished Partners stand beside **behind closed doors** and champion women in business every step of the way.

INVESTMENT OPTIONS

Choose the format that fits her calendar and your budget cycle.
Offered face to face in Adelaide, Melbourne, Sydney and Perth.

Option	Format	Group	Investment
Flex Executives (Group Only - Adelaide)	4 x 3-hour peer mentoring sessions OR 6 x 3-hour peer mentoring sessions, OR 8 x 3-hour peer mentoring sessions, over dinner	Capped at 10	$3,000+GST p.a. $4,500+GST p.a. $6,500+GST p.a.
Flex Executives Packages (Adelaide)	4 x 3-hour peer mentoring sessions PLUS 4 x 1:1 Coaching OR 4 x 3-hour peer mentoring sessions PLUS 4 x Workshops	Capped at 10	$6,000+GST p.a. $6,600+GST p.a.
Flex Executives (Sydney / Melbourne)	4 x 3-hour peer mentoring sessions, over dinner OR 4 x 3-hour peer mentoring sessions PLUS 6 x 1:1 Coaching	Capped at 10	$3,400+GST p.a. $7,900+GST p.a.
Flex Executives (Group Only - Perth)	8 x 3-hour peer mentoring sessions	Capped at 10	$6,500+GST p.a.

ABOUT BCD

For 18 years, behind closed doors (BCD) has equipped women with the tools, connections, and expertise to accelerate their leadership journey. And we're just getting started.

Whether you're leading a team, scaling a business, or mapping your next move, your path forward doesn't have to be a solo one.

BCD supports women in leadership to stay sharp, supported, and future-focused through Peer Mentoring, 1-to-1 Coaching, workshops, and tailored Programs designed for Executives, Entrepreneurs, and Emerging Leaders.



APPROVING THIS

behind closed doors has supported executive women — and the organisations backing them — since 2008. Membership renews annually, and can be actioned as soon as it's approved.

APPROVED BY (Name and Role)

INVESTMENT APPROVED

DATE

QUESTIONS BEFORE YOU APPROVE?



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Sources: *1. LinkedIn Workplace Learning Report, 2025. 2. Work Institute, Retention Report. 3. Breaking Glass: Strategies for Tomorrow's Leaders, Chartered Institute of Management Accountants, 2010. 4. Women Matter 2012: Making the Breakthrough, McKinsey & Company, 2012.*

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