



The Evolve Academy

MULTI-ORGANISATION CASE STUDY | STATE & LOCAL GOVERNMENT | 2025

Evolve Program

GOVERNMENT-WIDE

IMPACT REPORT 2025

What happens when you invest in women's leadership development across government — the evidence.

105

Participants

5

Cohorts

2

Sectors

2025

Program Year

Prepared by The Evolve Academy | June 2026 | Aligned with the NSW Women's Strategy 2023–2026



THEEVOLVEACADEMY

ENGAGE CONNECT GROW



T H E C H A L L E N G E

Why invest in women's *Leadership* development?

The gender leadership gap in NSW is real — and it won't close itself.

44.7%

Women in Senior Executive
roles in NSW public sector
(target 50%)

43.3%

Women in management
roles across the NSW
workforce

\$7,674

Average annual pay gap per
woman in the NSW public
sector

The Evolve Program across government.

Five cohorts. Two sectors. One consistent result: transformation.

State Government

38
participants

2 Cohorts | Mean: 4.63/5

Objectives met: 97% Working Towards: 3%

Would recommend: 100%

6 month program

53% Promoted, Acting, Sercondment or Talent Pool whilst on the Program

Local Government

67
participants

3 Cohorts | Mean: 4.56/5

Objectives met: 91% Working Towards: 8%

Would recommend: 99%

3 month program

39% Promoted, Acting, Secondment whilst o n the Program 16% 3 months post program

PARTICIPANT PROFILE

Who Participated.

105 women across State and Local Government — diverse in age, background and career stage.

105
Participants

Diversity Snapshot

34%

Women aged 25–35
the next generation of
leaders

42%

Women aged 36–45
mid-career, high potential

2+ Sectors

State & Local Government

5

Cohorts delivered
across 2025

Age Distribution

25–35

34%

36–45

42%

46–55

17%

56–65+

7%

HEAR IT FROM THEM

DCCEEW



PENRITH
CITY COUNCIL



SUTHERLAND
SHIRE COUNCIL



32% CALD | 26% Neurodivergent | 10% LGBTQIASB+

T H E R E S U L T S

Here's what the *Data* says.

Consistent. Compelling. Across every cohort and every sector.

99%

Would recommend
Evolve to a colleague

93%

Met their overall
learning objectives

4.58/5

Average outcome
rating across all areas

53%

Took on acting,
secondment or higher role*

105

Total women
developed

5

Cohorts
all year round

** Measured in State and Local Government cohorts six month after joining Evolve*

Consistent *Results,* regardless of where women work.

	State Government 6 Month Program	Local Government 3 Month Program	Combined
Participants	38	67	105
Met objectives	98%	91%	93%
Would recommend	100%	99%	99%
Outcome rating	4.69 / 5	4.56 / 5	4.58 / 5
Cohorts delivered	2	3	5

Growth rated across all *Outcome* areas. Scale: 1–5.

Aggregated from 105 participants across State and Local Government cohorts.



Overall weighted mean: 4.58 / 5.0 | Every outcome area rated above 4.5 on average | 99% would recommend

I N T H E I R O W N W O R D S

Across every cohort, the *Same* story.

“

Empowering — the program didn't change me, it just brought out my truest, strongest, mature self. It gives you the tools to evolve into the person you want to become.

— Emily Dabron, Sutherland Shire Council

“

I am already acting in a higher role and can see how I am better at using my unique skills and gifts, especially in helping and coaching others.

— Rebecca Widdows, Biodiversity & Conservation Science

“

We laughed, we cried, we dug deep, we opened our minds and came out more amazing than we arrived.

— Ashleigh Markowski, Penrith City Council

“

I would sum up my experience as truly transformative. It gave me tools I use every single day at work and at home.

— Wilhelmina Grieve, Penrith City Council

M O R E V O I C E S

Life-Changing

That's the word they keep using.

"All the micro changes have led to big change — the program is lifechanging."

— Abby Thomas, Sutherland Shire Council

"I felt flat when I first started the program. I feel like a rebooted computer that hasn't been rebooted in a long while. Refreshed."

— Taryn Kennedy, Pentirith City Council

"This program gave me the motivation and confidence to accept new career opportunities and put my wellbeing and career growth first."

— Amelia Ratcliff, National Parks and Wildlife Services

"I would highly recommend this program to anyone. You could be the most confident people leader out there and I still think there would be something to take away."

— Sophie Ketelaar, Sutherland Shire Council

"Amazing. Transformative. Recommend it to everyone."

— Rebecca Sulman, Energy, Climate Change and Sustainability

"A life-changing opportunity to reflect and to gain the tools to change my future."

— Sarah Micallef, Penrith City Council

From your investment to tangible *Outcomes.*

53%

of participants moved into an acting, secondment or higher-grade role within 6 months

What your organisation gains:

- Stronger leadership presence and team confidence
- Improved communication, EQ and collaboration
- Accelerated talent pipeline to senior roles
- Cross-agency networks for knowledge-sharing
- Staff retention & a growth mindset that lifts team culture



I'll bring strengthened leadership presence, confidence, and communication back into my team. I'll apply practical tools that improve how I collaborate, plan, and deliver outcomes.

— Meenal Singh, Consumer Energy: Social Impact Programs

T H E E V I D E N C E I S B U I L D I N G

2024 results that set the *Foundation* for 2025 and beyond.

2024

Participants	90
Outcome rating	4.46/5
Met objectives	94%
Recommend	99%
Higher role	51%

2025

Participants	105
Outcome rating	4.58/5
Met objectives	93%
Recommend	99%
Higher role	53%

The program not only maintained but improved its outcomes year on year — a sign of a program that works and continues to grow.

Your investment directly *Supports* the NSW Women's Strategy 2023–2026.

Pillar 1

Economic Opportunity

- 53% of State Gov participants took on higher roles
- Closes gap on 44.7% → 50% senior leadership target
- Measurable career progression across 5 cohorts

Pillar 2

Health & Wellbeing

- Wellbeing rated 4.53/5 across all 105 participants
- Mindset, resilience and self-care embedded in every session
- Positive impact on both professional and personal life

Pillar 3

Participation & Empowerment

- Participants span 25–65+ years of age
- Both State and Local Government sectors reached
- Consistent outcomes prove the program scales across government

ARE YOU READY TO BRING THE EVOLVE PROGRAM TO YOUR ORGANISATION?

The *Evidence* is clear. 105 WOMEN. 5 COHORTS. 99% WOULD RECOMMEND.

Join the growing community of State and Local Government organisations investing in women's leadership — and seeing measurable results.



4.58/5

Average outcome rating

93%

Met learning objectives

53%

In higher roles in 6 months

EXPLORE MORE HERE

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