

News Release

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ANZ broker development program concludes for 2024

ANZ's Doyenne program is celebrating the conclusion of another successful program, awarding mortgage brokers Fayroza Esat and Karina Burke scholarships to the Thrive4Women program.

Designed to give female mortgage brokers the tools to increase their profile and further support their representation in the industry, the six-week Doyenne program came to a close with a final event held in Sydney and led by a panel of industry leaders including Mortgage & Finance Association of Australia CEO, Anja Pannek, and former participant Sarah Wells.

Established in 2018, the Doyenne program aims to increase the visibility of female mortgage brokers, selecting a small group of female brokers every year to participate in a series of six masterclasses.

Throughout the masterclasses, participants deepen existing skills, better understand unique strengths, master resilience habits and learn to recognise individual purpose within a business. Participants also learn specific business skills, including the importance of setting up the right business structure and building an authentic brand. In addition, the program features a series of coaching sessions, to explore and address career goals.

The most recent Opportunities for Women Report, compiled by the Mortgage and Finance Association of Australia, revealed that 45.52% of women named unconscious beliefs about gender roles in the workplace as the biggest barrier for women in the broking industry. The Doyenne program is designed to combat these beliefs and build confidence.

ANZ General Manager, Retail Broker, Natalie Smith said: "The underrepresentation of female brokers presents a major challenge for the industry. Part of the solution to that challenge lies in increasing the visibility of female brokers.

"The Doyenne program aims to elevate the most successful female brokers, support their development, and position them as influential figures in the industry. The series of masterclasses also provides a unique networking opportunity for these talented industry leaders. This year's cohort are an incredibly talented group of women. We look forward to following their journey closely in the years to come," Smith said.

Facilitator of this year's program, Thrive4women founder Jane Counsel said: "Participating in professional development programs such as ANZ's Doyenne program and having the opportunity to learn and collaborate with other female brokers is critically important to helping support their long-term success, progress, and resilience in business.

"In this year's Doyenne program, we have had brokers ranging from two years in business to almost 30 years, and they have all found the content to be equally valuable and applicable to their own unique business situations. The conversations and connections with each other have also created additional opportunities for learning and inspiration," Counsel said.

More information on the Doyenne program can be found on ANZ [bluenotes](#).

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