

APS 5-6 High Performance & Leadership Workshop

Develop core leadership capabilities to achieve success and excel in APS 5-6 level roles and beyond



EXPLORE

- Identifying and developing your capabilities as a confident and successful Public Sector leader
- Building productive relationships and leading proficient teams
- Leveraging your emotional intelligence to advance as a leader
- Practical, autonomous and effective processes
- Career planning and pathways in APS roles
- Driving strategic change to improve procedures and meet agency goals
- Maintaining internal and external stakeholder engagement
- Strategies to identify problems and implement effective problem-solving solutions
- Implementing agile and effective change management strategies

EXPERT FACILITATOR



Martin Brooker
Founder
Quench Group



20 & 21 February 2019

Cliftons Adelaide

26 & 27 February 2019

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BACKGROUND

Ongoing transformation has created a greater need for effective leadership across all levels in the Australian Public Service. Public sector leaders are now required to undertake work of a more complex nature, operating in an autonomous and strategic manner. As such, emerging leaders eager to take their career to the next level must be equipped with the appropriate tools and strategies to achieve success. This is particularly true at the APS 5-6 banded level, which increasingly requires greater strategic awareness and effective engagement with senior leadership.

Aimed at APS 5-6 level officers and management, this two-day workshop will provide an opportunity to advance core skills and explore the emerging leadership capabilities required for effective APS 5-6 level management. It will explore the core attributes for successful leadership within the Australian Public Service. It will also delve into the practical strategies relating to leading productive teams, improving decision-making and developing key skills for stakeholder engagement. These areas are of increasing importance for APS 5-6 level management leaders to perform at a higher level and to reach their full potential.

This interactive workshop will provide participants with a unique professional development opportunity to enhance and refine a solid toolkit. It is ideal for career driven individuals who aim to unlock their potential and advance their career within the Australian Public Service.

INTRODUCING YOUR FACILITATOR



Martin Brooker
Founder
Quench Group

Martin is a veteran of 37 years service as an officer in the Royal Australian Navy. His extensive career included command at sea, and operational service in the Middle East, Afghanistan and the Pacific. He retired from the Royal Australian Navy in March 2015 with the rank of Commodore.

Now Founder and Director of the Quench Group, Martin specialises in helping individuals and organisations realise their potential through personal and organisational change. He shares his real-life experiences from both leadership positions and leading culture change to explore the challenges of leadership and addressing what he believes to be key lessons for all leaders who want to be authentic.

Martin's personal awards include the Conspicuous Service Cross in 2004 for outstanding achievement in Command of the Maritime Task Group in the Solomon Islands and a Commendation for Distinguished Service in 2014 for distinguished performance of duty in warlike operations as Deputy Commander in the Middle East. Martin is an advocate for diversity and inclusion; he is proud to be a White Ribbon Ambassador.

WHO WILL ATTEND

Aspiring, emerging and existing leaders across all disciplines and departments throughout the Public Sector, including:

- Officers
- Senior Officers
- Principal Officers
- Advisors
- Senior Advisors

TRAINING DELIVERY

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

PRE-COURSE QUESTIONNAIRE

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

More people? More savings!

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Day One

Personal leadership values

- The capabilities, attributes and skills of an effective leader
- Identifying your core values and goals as a leader
- Advocating your value as a leader
- Shaping your leadership brand

Managing and leading productive teams

- Maintaining team cohesion and building productive relationships
- Understanding the differences between technical management and people leadership
- Leveraging your leadership skills to motivate your team
- Building team capacity through coaching and performance feedback

Emotional Intelligence (EQ)

- Evaluating your EQ level and identifying opportunities for growth and leadership development
- Understanding your EQ and its impact on the way you are perceived as a leader
- Leveraging EQ in the workplace
- Embracing qualities of empathy and understanding to become a better leader

Effective and practical decision-making

- Making autonomous and independent decisions
- Drawing on your experience, knowledge and judgment to make the most effective decisions
- Dealing with complex issues: making the 'right' decision

Day Two

Becoming an adaptive leader in times of change

- Setting achievable, manageable and measurable goals
- Problem identification and problem-solving strategies
- Supporting and influencing stakeholders through change
- Explore technical vs. adaptive leadership approaches

Thriving and resilience

- Effectively managing change and uncertainty in the workplace
- Identifying and monitoring changes that impact your work environment
- Supporting your team, organisation and stakeholders through change
- Implementing policies and procedures that reflect and embrace change

Stakeholder engagement and management

- Managing stakeholder relationships to achieve agency goals
- Identifying and meeting stakeholder needs and expectations
- Developing effective relationships with stakeholders
- Maintaining strong internal and external networks

Key approaches for APS leaders to develop confidence in their capabilities

- Being an authentic leader and communicator
- Trusting your initiative and judgment
- Planning and committing to actions that will lead to success
- Embracing resilience and flexibility as key leadership skills

