# 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



23 - 24 May 2019 **Hyatt Hotel, Canberra** 27 - 28 May 2019 **Cliftons Adelaide** 



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#### **EXPERT FACILITATOR**



Martin Brooker
Founder
Quench Group



## APS 5-6 High Performance & Leadership Workshop

#### 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:

APS 5-6

Senior Officers

Advisors

Officers

Principal Officers

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.

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# APS 5-6 High Performance & Leadership Workshop

#### Day One

#### Personal leadership values

- The capabilities, attributes and skills of an effective leader
- · Identify your core values and goals as a leader
- Advocate your value as a leader
- Shape your leadership brand

#### Lead and manage productive teams

- Maintain team cohesion and build productive relationships
- Understand the differences between technical management and people leadership
- Leverage your leadership skills to better motivate and engage your team
- Build team capacity through coach and performance feedback

#### **Emotional Intelligence (EQ)**

- · Evaluate your EQ level and identify opportunities for further growth and leadership development
- Understand your EQ and its impact on the way you are perceived as a leader
- Leverage your EQ in the workplace
- Embrace qualities of empathy and understand to become a better leader

#### Effective and practical decision making

- Make autonomous and independent decisions
- Draw on your experience, knowledge and judgement to make better decisions
- Deal with complex issues making the 'right' decision

### Day Two

#### Become 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

#### Thrive and build 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 judgement
- Planning and committing to actions that will lead to success
- Embracing resilience and flexibility as key leadership skills

#### 23 - 24 May 2019 - Hyatt Hotel, Canberra 27 - 28 May 2019 - Cliftons Adelaide

# **Booking Form** APSW0519A - S1

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# Title Full Name or TBA	Position		Email		Attendance	
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Options (per person)	Register and pay by Regi		er Saver Rate Early Bird ster and pay by Register and March 2019 18 April		d pay by	Standard Rate
Workshop \$2			· GST = (\$2964.50) \$2845 + GST =		= (\$3129.50)	\$2995+ GST = (\$3294.50)
Discounted off standard rates :	Save up to \$700	Save	e up to \$300 Save up t		to \$150	
TOTAL incl GST  Conditions: Group Discounts apply for bookings made simultaneously. Only one discount applies. Group discounts apply to standard rates only.  Group discounts are not applicable to Value Plus, Super Saver and Early Bird rates. Discounts cannot be applied retrospectively and must be claimed at the time of booking. Liquid Learning Group reserves the right to have sole discretion on an organisation's eligibility for discounts.  Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only						
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