

APS 5-6 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

DEVELOP CORE LEADERSHIP CAPABILITIES TO ACHIEVE SUCCESS AND EXCEL IN APS 5-6 LEVEL ROLES AND BEYOND

6 & 7
AUGUST 2019
CLIFTONS PERTH

EXPLORE

- ▶ Identify and develop your capabilities as a confident and successful Public Sector leader
- ▶ Build productive relationships and lead proficient, capable teams
- ▶ Leverage your emotional intelligence to advance as a leader
- ▶ Practical, autonomous and effective decision-making processes
- ▶ Career planning and pathways in APS roles
- ▶ Drive strategic change to improve procedures and meet agency goals
- ▶ Maintain internal and external stakeholder engagement
- ▶ Strategies to identify problems and implement effective problem-solving solutions
- ▶ Implement agile and effective change management strategies

EXPERT FACILITATOR



Natalie Lincolne
Strategic Performance Consultant
Incredible People

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ABOUT THE EVENT

Due to ongoing transformation occurring within the Australian Public Service, there is a greater need for effective leadership performance across all levels. 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 of 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 you 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.

WHO WILL ATTEND?

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

- ▶ APS 5-6
- ▶ Officers
- ▶ Senior Officers
- ▶ Principal Officers
- ▶ Advisors
- ▶ Senior Advisors

YOUR FACILITATOR

Natalie has over 20 years' experience and a wide range of skills and experience in driving improved organisational performance. Her passion is to partner with leaders who want to improve employee engagement, performance and productivity so that great talent is motivated and retained. Natalie has been working and consulting in the public sector (WA state, local and federal) since 2008, having transitioned from corporate senior management roles (NAB, Ansett). Natalie also works as a leadership coach and strategic facilitator in her own business and undertakes pro bono work in several not-for-profit organisations.



Natalie Lincoln
Strategic Performance Consultant
Incredible People

6 AUGUST 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 own leadership skills to better motivate and engage your team
- ▶ Build team capacity through coaching 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

7 AUGUST DAY TWO

Become an adaptive leader in times of change

- ▶ Define the change imperative – what and why?
- ▶ How to set achievable, manageable and measurable goals
- ▶ Problem identification and problem-solving strategies
- ▶ Explore technical vs. adaptive leadership approaches

Thriving and resilience

- ▶ Effectively manage change and uncertainty in the workplace
- ▶ Identify and monitor changes that impact your work environment
- ▶ Support your team, organisation and stakeholders through change
- ▶ Implement policies and procedures that reflect and embrace change

Stakeholder engagement and management

- ▶ Manage stakeholder relationships to achieve agency goals
- ▶ Identify and meet stakeholder needs and expectations
- ▶ Develop effective relationships with stakeholders
- ▶ Maintain strong internal and external networks

Key approaches for APS leaders to develop confidence in their capabilities

- ▶ Be an authentic leader and communicator
- ▶ Trust your initiative and judgement
- ▶ Plan and commit to actions that will lead to success
- ▶ Embrace resilience and flexibility as key leadership skills
- ▶ Develop your game plan

