

# APS 5-6 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

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



21 & 22  
AUGUST 2019  
CLIFTONS MELBOURNE

## 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



**Garry Mills**  
Presenter & Coach  
Garry Mills Peak Performance

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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

Garry has more than 20 years of experience and skills across training, security, law enforcement and the Australian Public Service (APS). Garry has held several management roles, including at the APS Executive Level.

Garry's negotiation, teamwork and leadership skills are proven in various challenging roles. For example, he successfully delivered on many complex security operations, both in Australia and overseas. He has the intimate knowledge and experience to demonstrate core leadership values including resilience, empathy, self-awareness and humility.

Today Garry coaches corporate and public sector clients for their personal growth. He guides his clients through self-discovery to explore, change and improve their lives. Garry believes resilience is one skill we must all develop to thrive. Resilience helps you duck and weave, stay focused and face up to the challenges of our fast changing, uncertain and demanding world.



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## 21 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 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

## 22 AUGUST DAY TWO

### Successful change and strategic management

- ▶ Setting achievable, manageable and measurable goals
- ▶ Problem identification and problem-solving strategies
- ▶ Supporting and influencing stakeholders through change
- ▶ Leadership styles that drive effective transformation and change

### Developing resilience to thrive in times of change

- ▶ 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

