

GOVERNMENT ADVANCED LEADERSHIP & MANAGEMENT INTENSIVE

**MAXIMISE KEY LEADERSHIP
CAPABILITIES TO DRIVE
CROSS-AGENCY COLLABORATION**



**25 - 26
MAY 2021**
IN-PERSON | PERTH

EXPLORE

- ▶ Leverage adaptable leadership to prosper during challenging times
- ▶ The shift from micro to macro leadership
- ▶ Harness Emotional Intelligence (EQ) to motivate & influence
- ▶ Exercise self-awareness to optimise your impact as a senior leader
- ▶ Strategies to build cohesive & dynamic teams
- ▶ Recognise links between interconnected issues, identify problems & ways to resolve them
- ▶ Successfully align your team with organisational expectations
- ▶ Influentially engage stakeholders on complex & sensitive issues
- ▶ Represent & influence on behalf of your agency with authority
- ▶ Strategic Public Sector career progression

EXPERT FACILITATOR



Natalie Lincolne
Strategic Performance
Consultant
Incredible People

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BEFORE
22 JANUARY,
SAVE
\$500**

START YOUR LEADERSHIP JOURNEY!

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ABOUT THE EVENT

Ongoing transformations within Government has created a greater need for cross-agency collaboration. Senior leaders are now required to undertake work of a more complex nature, operating in a collaborative and strategic manner to drive best-practice and meet whole of government objectives for continuous improvement.

This hands on workshop will provide you with an opportunity to maximise core skills and explore the senior leadership capabilities required for exemplary leadership success. You will delve into the practical strategies relating to leading collaborative teams, improve coaching and amplify key skills for stakeholder engagement. You will walk away with a bespoke leadership assessment and plan to advance your career.

TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

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

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.

DAY ONE

Deep dive into your personal leadership values

- ▶ Advocate your value as a leader
- ▶ Unpack common senior leadership challenges
- ▶ Master your mindset and turn off your limiting beliefs

Practical exercise - leadership capabilities self-assessment

- ▶ Capabilities and attributes of an effective senior leader
- ▶ Establish the importance of balancing capabilities over your career
- ▶ Shape your brand for strategic leadership direction

Great leaders never stop learning - evolve into the strategic decision-maker

- ▶ Explore leadership qualities for a continual learning mindset
- ▶ How to find your blind spots as a leader
- ▶ Setting up learning systems for you and your team

Cultivate personal and team self-awareness

- ▶ The attributes and beliefs of a high-performing team
- ▶ Foster a culture of accountability and achievement
- ▶ Build feedback loops into business as usual

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DAY TWO

Communicate with clarity - become an ambassador for leading change

- ▶ Establish the importance of sharing your vision for future culture change
- ▶ Set and lead strategic directions across your organisation
- ▶ Techniques to encourage positive and robust workplace conversations

Master the art of coaching for leadership success

- ▶ Embrace the benefits of your role of 'leader and coach'
- ▶ Co-create high performance and establish a culture of peak performance
- ▶ Adapt leadership strategies for coaching different levels

Foster productive (and managing toxic) conflict

- ▶ Why conflict is an essential part of high performance
- ▶ The 'ground rules' of productive conflict
- ▶ Recognise links between interconnected issues, identify problems and work ways to resolve them

Influencing up and out - stakeholder management

- ▶ Authoritatively represent and influence on behalf of your agency
- ▶ Collaborate and develop joint solutions with internal and external stakeholders
- ▶ Engage and manage stakeholder expectations during change

Practical exercise - review self-assessment and key learning points

- ▶ Identify the next steps to your leadership development

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WHO WILL ATTEND?

Existing leaders across all disciplines & departments throughout the WA Government including:

- ▶ Federal
- ▶ State
- ▶ Local

In roles & bands, including:

- ▶ PSGO 7-8
- ▶ EL1 & EL2
- ▶ Managers
- ▶ General Managers
- ▶ Regional Coordinators
- ▶ Senior Advisors
- ▶ Principal Officers
- ▶ Assistant Director & Directors

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 has particular strengths in working with CEOs and executives undertaking large human resource consulting projects underpinning organisational transformation, including providing services in organisational review, job design and evaluation, culture change, executive search and recruitment. In addition, Natalie has substantial experience in facilitating workshops and assessments relating to leadership and team performance, has established organisational KPIs and undertaken numerous CEO performance reviews in local government and not-for-profit organisations.



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