



# NT Public Sector AO 4-5 High Performance & Leadership Workshop

Develop and enhance core skills and key leadership capability to achieve success and excel in AO 4-5 level roles and beyond

## EXPLORE

- Enhance your leadership capabilities as a confident and successful NTPS AO 4-5 leader
- Build productive relationships and lead proficient, capable teams
- Leverage your emotional intelligence to advance as a leader
- Drive strategic change to improve procedures and meet agency goals
- Recognise and value individual differences
- Practical, autonomous and effective decision-making processes
- Maintain internal and external stakeholder engagement
- Strategies to identify problems and implement effective problem-solving solutions
- Implement agile and effective change management strategies
- Career planning and pathways in AO 4-5 roles

## EXPERT FACILITATOR



**Natalie Lincolne**  
Strategic Performance Consultant  
**Incredible People**



2 & 3 April 2019  
**Darwin**



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# NT Public Sector AO 4-5 High Performance & Leadership Workshop

## BACKGROUND

Ongoing strategic transformations occurring in the NTPS means there is a greater need for more effective leadership performance across all levels. 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 AO 4-5 banded level, which increasingly requires greater strategic awareness and effective engagement with senior leadership.

This workshop will provide you with the opportunity to embody core skills and explore emerging leadership capabilities required for effective AO 4-5 level officers and management. You will explore the core attributes for successful leadership within the NTPS, delving into the practical strategies to lead productive teams, improve decision-making and establish key skills of stakeholder engagement. A unique professional development opportunity to enhance and sharpen your unique skill set to unlock your full potential and take the next step in your career.

## INTRODUCING YOUR FACILITATOR



**Natalie Lincolne**  
Strategic Performance Consultant  
**Incredible People**

After 20 years in private enterprise and government HR, organisational development and leadership development roles, Natalie established her consultancy "Incredible People" which delivers strategic leadership coaching and team performance solutions for organisations large and small. Natalie has facilitated many leadership development programs, coached emerging leaders through to CEOs from a number of industries, and mentored a number of leaders as a part of the Australian Women's Mentoring Network and the Australian Institute of Management WA, where she has been able to follow her passion to support aspiring leaders and see them contribute in even greater ways.

Her practical approach means you will walk away with tools that you can implement immediately when you're back at work. Whether it be exploring how to bring a team together with focus and drive, sharing the science of personality styles and the latest research into leadership and team dynamics, or changing the paradigms of leaders, Natalie specialises in supporting leaders at all levels to create outstanding results.

## 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.

## WHO WILL ATTEND

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

- AO 4-5
- Officers
- Senior Officers
- Principal Officers
- Advisors
- Senior Advisors

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# NT Public Sector AO 4-5 High Performance & Leadership Workshop

## Day One

### **Personal leadership values**

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- Explore capabilities, attributes and skills of an effective leader
- Understand the differences between technical management and people leadership
- Identify and advocate your core values and goals as a leader
- Shape and define your leadership brand

### **Fundamentals of Emotional Intelligence (EQ)**

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- 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 understanding to become a better leader

### **Lead and manage productive teams**

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- Create a clear vision for your team
- Recognise and value diversity in your team's working and communication styles
- Maintain team cohesion and build productive relationships
- Build team capacity through coaching and performance feedback

### **Effective and practical decision-making**

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- Make autonomous and independent decisions
- Draw on your experience, knowledge and judgement to make better decisions
- Be an authentic leader and communicator
- How to deal with complex issues - making the 'right' decision

## Day Two

### **Successful change and strategic management**

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- Set achievable, manageable and measurable goals
- Problem identification and problem-solving strategies
- Support and influence stakeholders through change
- Explore technical vs. adaptive leadership approaches

### **Develop resilience to thrive in times of change**

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- Effectively manage change and uncertainty in the workplace
- Identify and monitor changes that impact your work environment
- Empower collaborative decision making in your team
- Support your team, organisation and stakeholders through change

### **Stakeholder engagement and management**

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- 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 AO 4-5 leaders to develop confidence in their capabilities**

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- 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

Registration Information

Organisation Name			
Address		Suburb	State
Postcode			
Booking Contact Information			
Title	Full Name		Position
Email		Phone	

Delegate Information

#	Title	Full Name or TBA	Position	Email
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

Your Investment

Options (per person)	Value Plus Rate	Super Saver Rate	Early Bird Rate	Standard Rate
Qty	Register and pay by 21 December 2018	Register and pay by 31 January 2019	Register and pay by 28 February 2019	
___ Workshop	\$ 2295 + GST = (\$ 2524.50)	\$ 2495 + GST = (\$ 2744.50)	\$ 2645 + GST = (\$ 2909.50)	\$ 2795 + GST = (\$ 3074.50)
Discounted off standard rates :	Save up to \$500	Save up to \$300	Save up 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.

<b>Group Discounts Available:</b>	<b>10% off Standard Rate</b> Team of 3 - 4	<b>15% off Standard Rate</b> Team of 5 - 7	<b>17% off Standard Rate</b> Team of 8 +	<b>In-house Training Available:</b>	Do you have a team of ten or more people requiring this training? If so, it may be more cost effective for Liquid Learning to bring the training to you. Contact us to discuss your needs today.
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**Authorising Manager's Details: This registration is invalid without a signature.**

Name	Position	Signature <b>X</b>	Date
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