

# NT PUBLIC SECTOR AO6-7 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

ENHANCE ESSENTIAL SKILLS TO  
EXCEL IN AO6-7 LEVEL ROLES  
AND BEYOND



4 & 5  
JUNE 2019  
HILTON DARWIN

## EXPLORE

- ▶ Authentic leadership for AO6-7 leaders
- ▶ Successfully align your team with organisational expectations
- ▶ Effectively lead change and transformation
- ▶ Represent and influence on behalf of your agency with authority
- ▶ Evolve into a strategic decision maker
- ▶ Develop resilience to perform under pressure
- ▶ Recognise different working styles of individuals
- ▶ Influentially engage stakeholders on complex and sensitive issues
- ▶ Leverage adaptable leadership to prosper in times of change
- ▶ Harness emotional intelligence to motivate and influence
- ▶ Deliver an efficient and effective service

## EXPERT FACILITATOR



**Natalie Lincolne**  
Strategic Performance Consultant  
Incredible People

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## ABOUT THE EVENT

Ongoing transformation across the NTPS drives the need for effective leadership performance across all levels. Responsive and adaptable leaders are critical to navigate this change successfully and ensure the commitment to high level service delivery across the state. To step up as leader, you must be strategic, influential and take responsibility for highly complex projects, successfully aligning organisational policies and strategies with the entire agency.

Aimed at AO6-7 level leaders, managers and officers, this workshop will provide you the tools to build autonomy in your teams and become an influential senior decision maker. Sharpen your unique skill set to unlock your potential and take the next step in your career. This intensive professional development opportunity will set you up to hone your existing leadership competencies and acquire new skills and strategies to achieve the leadership goals of tomorrow.

## WHO WILL ATTEND?

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

- ▶ AO6-7
- ▶ Managers
- ▶ General Managers
- ▶ Assistant Director / Directors
- ▶ Regional Coordinators
- ▶ Principal Officers
- ▶ Senior Officer
- ▶ Senior Advisors
- ▶ Chief Officers
- ▶ Specialists

## YOUR FACILITATOR

After 20 years in private enterprise and government HR, organisational development and leadership development roles, Natalie established her consultancy "Incredible People" to deliver strategic leadership coaching and team performance solutions for organisations large and small. A specialist in state and local government leadership and OD in Western Australia, Natalie has facilitated many leadership development programs and coached emerging leaders through to CEOs.

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.

Natalie has mentored 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.



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Strategic Performance Consultant  
**Incredible People**

## 4 JUNE DAY ONE

### Evolve into the strategic decision-maker

- ▶ Expectations and values of AO6-7 leaders
- ▶ The shift from micro to macro leadership
- ▶ Define your team's contribution to the organisation's strategic goals (team purpose and vision)
- ▶ Develop and influence key strategic directions

### Emotional Intelligence (EQ)

- ▶ Utilise EQ to motivate and influence your team and stakeholders
- ▶ Harness EQ to focus attention
- ▶ Utilise heightened EQ to make effective strategic decisions
- ▶ Adapt leadership style to effectively manage different personalities

### Self-awareness and authentic leadership

- ▶ Understand your strengths and value as a leader
- ▶ Prepare for unexpected challenges
- ▶ Set and lead strategic directions across the organisation
- ▶ Cultivate foresight and understanding of contemporary and international issues

### Build resilience under pressure

- ▶ Acting vs reacting upon unexpected developments
- ▶ Anticipate and manage risk effectively
- ▶ Maintain momentum and sustain effort despite criticism
- ▶ Make crucial judgements with confidence

## 5 JUNE DAY TWO

### Stakeholder management and communication

- ▶ Engage and manage stakeholder expectations during change
- ▶ Authoritatively represent and influence on behalf of your agency
- ▶ Collaborate and develop joint solutions with external stakeholders
- ▶ Recognise links between interconnected issues, identify problems and work ways to resolve them

### Build team capability and accountability

- ▶ Set yourself up for strategic people leadership
- ▶ Successfully align your teams with broader agency strategy and goals
- ▶ Effectively implement strategic initiatives
- ▶ Cultivate your team to take ownership of their success

### Team dynamics and development

- ▶ Co-create high performance, establish a culture of peak performance
- ▶ Strategies to build cohesive and engaged teams
- ▶ Develop your team's resilience to stress and change
- ▶ Engage and manage sensitive issues under pressure

### Taking the next step

- ▶ Create an action plan for your career
- ▶ Understand the leadership pipeline
- ▶ Prepare yourself for executive responsibilities
- ▶ Manage transition and identify future leadership priorities

