

# NORTHERN TERRITORY PUBLIC SECTOR WOMEN'S LEADERSHIP WORKSHOP

DEVELOPING, PROMOTING & ENABLING  
EXECUTIVE WOMEN'S LEADERSHIP



23 & 24  
JULY 2019

DOUBLETREE BY HILTON  
HOTEL ESPLANADE  
DARWIN

## EXPLORE

- ▶ Develop your individual leadership style
- ▶ Lead with Emotional Intelligence (EQ) & authenticity
- ▶ Develop structured influencing techniques
- ▶ Embrace complexity, uncertainty & diversity
- ▶ Identify strategies to deal with difficult conversations
- ▶ Lead high performance for yourself, your team & the organisation
- ▶ Strategically plan for your own leadership development and career
- ▶ Create your personal action plan to achieve leadership success

## EXPERT FACILITATOR



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

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## ABOUT THE EVENT

Transformations in the Northern Territory Public Sector have unlocked new and exciting opportunities for emerging women leaders to step up into senior executive roles, and for established leaders to hone their skills. To successfully navigate this complex and ever-changing environment, leaders must possess keen insight into the internal and external challenges facing the sector, but also a clear understanding of themselves and the impact they have within their team, and the broader organisation.

Aspiring leaders in this environment must display reflective thinking, self-awareness, planning and strategy, but also the confidence and courage to put themselves forward for new opportunities and challenges. Successful leaders understand the importance of taking their career progression into their own hands, and strategically driving their own advancement.

This workshop will equip you with the tools and practical knowledge to build confidence in your leadership abilities and to best position yourself to advance their careers. This hands-on, two day interactive learning session has been designed with both current and emerging leaders in mind, it aims to equip you with a practical leadership plan that you can use to navigate a successful career and advance to senior levels.

You will be invited to complete an online emotional intelligence assessment instrument, the Emotional Quotient Inventory (EQ-i). The EQ-i is one of the most respected and recognised EQ assessment instruments worldwide and it will provide you with a robust and intuitive framework to address questions related to resilience and provide insight into your leadership strengths.

Personal leadership reports will be made available at the workshop. The report will form the foundation of the workshop and will tailor your learning experience of leadership in relation to emotional intelligence.

## WHO WILL ATTEND?

Established, emerging and aspiring women leaders, and advocates for change, including:

- ▶ Directors
- ▶ Assistant Directors
- ▶ Managers
- ▶ Assistant Managers
- ▶ Team Leaders
- ▶ Branch / Section Managers
- ▶ Program Managers
- ▶ Project Managers
- ▶ Regional Managers

## 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. Natalie is also a mentor in AIM WA's formal leadership mentoring program.



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## 23 JULY DAY ONE

### What is leadership and what's your style?

- ▶ Determine the fundamentals of leadership attributes and skills of influential leaders
- ▶ Discover the style that best motivates and drives others
- ▶ Embrace your leadership style and maximise your strengths
- ▶ Build self-awareness on the way others perceive your style

### How to lead with Emotional Intelligence (EQ) using Multi-Health Systems EQ Leadership Model

- ▶ Identify your EQ Composite Levels: Self-Perception, Self-Expression, Interpersonal Relationships, Decision-Making and Stress Management
- ▶ Evaluate your EQ strengths and identify opportunities for further growth and development
- ▶ Understand the qualities of flexibility, empathy, resilience and authenticity to maximise your leadership style

### How do your beliefs and values impact on your EQ/Leadership approach?

- ▶ Understand your internal drivers and how they impact on your reactions
- ▶ Appreciate and recognize how your drivers may impact on others

### What EQ strategies and practical actions do you need to focus on?

- ▶ Identify a variety of strategies and practical actions in the five composite areas of the MHS EQ Leadership Model
- ▶ Select from a menu of strategies/actions to tailor your personal leadership plan needs
- ▶ Leverage from your strengths and understand how to minimise areas of growth

## 24 JULY DAY TWO

### How to lead through rapid change

- ▶ Exploring internal and external factors and drivers that impact on leadership capability
- ▶ Leadership challenges in a public sector world and leveraging your EQ in the workplace
- ▶ Build self-awareness of leadership traits and how they align with organisational goals

### Understanding organisational complexity

- ▶ What we say and what we do
- ▶ Leading a team and developing people – Do you understand each other's expectations?
- ▶ Strategic leaders ask the right questions...what are they?
- ▶ What does a 'good' culture look like?

### Managing conflict and dealing with difficult behaviour

- ▶ Employer obligations: the importance of natural justice and procedural fairness
- ▶ How do leaders deliver outcomes and create performance in the land of chaos?
- ▶ Practical scenarios to manage conflict and difficult behaviours

### Reviewing the personal leadership plan

- ▶ Identify and cross check the plan from day one
- ▶ Review in light of the new information from day two
- ▶ Highlight / change strategies, actions and areas of focus

