

PUBLIC SECTOR APS6 TO EL1: MANAGEMENT ESSENTIALS WORKSHOP

**ENHANCE LEADERSHIP SKILLS
TO STRENGTHEN CONNECTIONS
BETWEEN STRATEGY & RESULTS**



**19 - 20
NOVEMBER**
CLIFTONS ADELAIDE

EXPLORE

- ▶ Address changing expectations facing management
- ▶ Translate strategic direction into definable outcomes
- ▶ Define & action efficiency gain in your team
- ▶ Align & incorporate your values into leadership vision
- ▶ Deliver to corporate outcomes
- ▶ Manage KPIs, set expectations & monitor outcomes
- ▶ Hit targets within set time & budget constraints
- ▶ Communicate across management & executive levels
- ▶ Exercise self-awareness to optimise your impact
- ▶ Understand the attributes of an authentic leader that inspires accountability
- ▶ Contribute to strategic planning & successfully implement operational strategies
- ▶ Proactively manage conflict, controversies & sensitivities to deliver outcomes
- ▶ Implement innovation & long-term efficiency gain

EXPERT FACILITATOR



Natalie Lincolne
Strategic Performance Consultant
Incredible People

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AND SAVE!**

\$1000

BOOK AND PAY BEFORE
19 JULY 2019
TO SAVE UP TO \$1000

START YOUR LEADERSHIP JOURNEY!

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ABOUT THE EVENT

With a heightened focus on performance and results in the Australian Public Service, more is expected from emerging leaders in the APS6 to EL1 bands who often sit at the intersection of operations and strategy. In a turbulent operating environment that's characterised by instability, moving goalposts and change, many managers struggle to implement strategy and effectively 'manage for results.'

As an emerging leader, you must effectively bridge the gap between planning and action. You are also responsible for galvanising your teams to execute and implement a strategy. The 2015-16 APC State of the Service Review highlights APS employee engagement at just 45%, compared to the private sector at 72%. At the same time, while 89% of staff are experiencing change, only 47% are satisfied with how that change was communicated. As emerging leaders, you sit at the heart of this opportunity for efficiency gain.

This hands-on program is designed to give you the latest tools, techniques and practical frameworks to successfully manage for better results in today's fast-changing world. The program will connect theory with practice and over the course of the training, you will build a personal action plan to apply when you return to work.

WHO WILL ATTEND?

Most attendees will fall into the upper APS band (6) and EL1, in a variety of roles such as:

- ▶ Manager
- ▶ Assistant Director
- ▶ Team Leader
- ▶ Advisor / Senior Advisor
- ▶ Senior Policy Officer

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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19 NOVEMBER DAY ONE

MANAGING YOURSELF FOR RESULTS

Redefine your success - New competencies and capabilities

- ▶ Strategies to effectively step back from your technical competency
- ▶ Stay grounded while taking on greater leadership challenges
- ▶ What it means to be an 'agile' and 'authentic' leader

Expand your Emotional Intelligence (EQ)

- ▶ Evaluate your EQ level and identify opportunities for further growth
- ▶ Understand your EQ and its impact on personal and team performance
- ▶ Using the 'Third Space' to maximise your impact and effectiveness

MANAGING YOUR TEAM FOR RESULTS

Lift employee engagement to drive performance

- ▶ Understand the new drivers to motivation
- ▶ Harness the potential and performance to develop others
- ▶ The importance of developing agile teams

Streamline your decision making process

- ▶ Identify your goals and become an outcomes-oriented leader
- ▶ How to intervene when performance targets are off track
- ▶ Provide high direction and high support

20 NOVEMBER DAY TWO

MANAGING UP FOR RESULTS

Managing up - Improve your influencing skills

- ▶ Understand the interest and influence of Senior Executives
- ▶ Communicate to all stages of the 'change curve'
- ▶ Effectively code-switch to influence and achieve buy-in from senior leaders

Predict your critical path - Projecting future outcomes

- ▶ Anticipate and establish priorities
- ▶ Strategic advice, problem solving and issues management
- ▶ Achieve outcomes by proactively managing conflict, controversy and sensitivities

TURNING INSIGHT INTO ACTION

Leading for results

- ▶ Enrich your learning experience through practical group discussion
- ▶ Brainstorm issues and strategies to address challenges
- ▶ Reality check! The bottom line on implementation

Create your personal plan to lead for results

- ▶ Individual reflection and planning to take the next step
- ▶ Identify and tackle strategy execution challenges
- ▶ Develop a concrete strategy to implement on your return to work

