

# VPS 5-6 High Performance & Leadership Workshop

Refine core skills to excel in VPS 5-6 level roles and beyond



## EXPLORE

- Identify and develop your capabilities as a confident and successful Public Sector leader
- Build productive relationships and lead proficient teams
- Leverage your emotional intelligence to advance as a leader
- Practical, autonomous and effective decision-making processes
- Career planning and pathways in VPS roles
- Drive strategic change and management to meet agency goals
- Develop internal and external stakeholder engagement
- Strategies to identify problems and implement effective problem-solving solutions
- Implementing agile and effective change management strategies

## EXPERT FACILITATOR



**Garry Mills**  
Presenter & Coach  
Garry Mills Peak Performance



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# VPS 5-6 High Performance & Leadership Workshop

## BACKGROUND

New strategic directions and ongoing transformation has created a greater need for effective leadership performance across all levels in the Victorian Public Sector. Leaders are now required to undertake work of a more complex nature, operating autonomously in a strategic manner. 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 VPS 5-6 banded level, which increasingly requires greater strategic awareness and effective engagement with senior leadership.

Aimed at VPS 5-6 level officers and management, this two-day workshop provides an opportunity to advance core skills and explore the emerging leadership capabilities required for effective VPS 5-6 level management. It will delve into the practical strategies relating to leading productive teams, improve decision making, apply strategic management thinking, develop key skills of stakeholder engagement and confident communication. These areas are of increasing importance for VPS 5-6 level management leaders to perform at a higher level and reach their full potential.

This interactive workshop will provide participants with a unique professional development opportunity to enhance and refine a solid leadership toolkit. It is ideal for career driven individuals who aim to unlock their potential and advance their career within the Victorian Public Service.

## INTRODUCING YOUR FACILITATOR



**Garry Mills**  
Presenter & Coach  
**Garry Mills Peak Performance**

Garry has more than 20 years of experience and skills across training, security, law enforcement and the Australian Public Service (APS). Garry has held several management roles, including at the APS Executive Level.

Garry's negotiation, teamwork and leadership skills are proven in various challenging roles. For example, he successfully delivered on many complex security operations, both in Australia and overseas. He has the intimate knowledge and experience to demonstrate core leadership values including resilience, empathy, self-awareness and humility.

Today Garry coaches corporate and public sector clients for their personal growth. He guides his clients through self-discovery to explore, change and improve their lives. Garry believes resilience is one skill we must all develop to thrive. Resilience helps you duck and weave, stay focused and face up to the challenges of our fast changing, uncertain and demanding world. Resilience is equally valuable for your peak performance in business, at work, in school, on the sporting field and around your home.

Garry is a keynote speaker and MC for corporate, sporting and charity events. Resilience and mental health are his keynote topics. He was also an athlete in Team Australia at an international adventure and obstacle competition, broadcast worldwide in 2017.

Garry holds tertiary qualifications in training, management and risk. He is a member of the International Coach Federation.

## WHO WILL ATTEND

Aspiring, emerging and existing leaders across all disciplines and departments throughout the Victorian Public Sector, including:

- Officers
- Senior Officers
- Principal Officers
- Advisors
- Senior Advisors

## 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.

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# VPS 5-6 High Performance & Leadership Workshop

## Day One

### **Personal leadership values**

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- The capabilities, attributes and skills of an effective leader
- Identifying your core values and goals as a leader
- Advocating your value as a leader
- Shaping your leadership brand

### **Managing and leading productive teams**

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- Maintaining team cohesion and building productive relationships
- Understanding the differences between technical management and people leadership
- Leveraging your leadership skills to motivate your team
- Building team capacity through coaching and performance feedback

### **Emotional Intelligence (EQ)**

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- Evaluating your EQ level and identifying opportunities for growth and leadership development
- Understanding your EQ and its impact on the way you are perceived as a leader
- Leveraging EQ in the workplace
- Embracing qualities of empathy and understanding to become a better leader

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

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- Making autonomous and independent decisions
- Drawing on your experience, knowledge and judgment to make the most effective decisions
- Dealing with complex issues: making the 'right' decision

## Day TWO

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

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- Setting achievable, manageable and measurable goals
- Problem identification and problem-solving strategies
- Supporting and influencing stakeholders through change
- Leadership styles that drive effective transformation and change

### **Thriving in times of change**

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- Effectively managing change and uncertainty in the workplace
- Identifying and monitoring changes that impact your work environment
- Supporting your team, organisation and stakeholders through change
- Implementing policies and procedures that reflect and embrace change

### **Stakeholder engagement and management**

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- Managing stakeholder relationships to achieve agency goals
- Identifying and meeting stakeholder needs and expectations
- Developing effective relationships with stakeholders
- Maintaining strong internal and external networks

### **Core approaches for Victorian Public Sector leaders to advance their confidence in their capabilities**

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- Being an authentic leader and communicator
- Trusting your initiative and judgment
- Planning and committing to actions that will lead to success
- Embracing resilience and flexibility as key leadership skills

