

VPS 5-6 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

REFINE CORE SKILLS TO EXCEL IN
VPS 5-6 LEVEL ROLES AND BEYOND



21 - 22
APRIL 2020
ONLINE DELIVERY

EXPLORE

- ▶ Identify & develop your capabilities as a confident & successful VPS leader
- ▶ Build productive relationships & lead proficient teams
- ▶ Leverage your Emotional Intelligence (EQ) to advance as a leader
- ▶ Drive strategic change & management to meet agency goals
- ▶ Practical, autonomous & effective decision-making processes
- ▶ Develop internal & external stakeholder engagement
- ▶ Strategies to identify problems & implement effective problem-solving solutions
- ▶ Implement agile & effective change management strategies
- ▶ Deliver an efficient & effective service
- ▶ Career planning & pathways in VPS roles

EXPERT FACILITATOR



Liz Tilley
Leadership Coach
Liz Tilley Coaching



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ABOUT THE EVENT

The Victorian Public Sector's 'Strategic Plan to 2020' has created a greater need for effective, agile, diverse and collaborative leaders. To achieve the VPS's vision for a trusted public sector that achieves excellence for the Victorian community, leaders need to embody the public sector values. Emerging leaders eager to take their career to the next level need to undertake work of a more complex nature and enhance their skills to strengthen the efficiency, effectiveness and capability to deliver high-quality service.

Aimed at VPS 5-6 level officers and management, this workshop provides you with a unique opportunity to advance core skills and explore emerging leadership capabilities. You will delve into practical strategies relating to leading productive teams, improving decision making, applying strategic management thinking, developing key skills of stakeholder engagement, plus learn how to communicate with confidence.

TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

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

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.

DAY ONE

Personal leadership values

- ▶ Capabilities, attributes and skills of an effective VPS 5-6 leader
- ▶ Identify your core values goals and vision as a leader
- ▶ The shift from micro to macro leadership
- ▶ Shape your leadership brand

Advanced Emotional Intelligence (EQ)

- ▶ Evaluate your EQ level and identify opportunities for growth and leadership development
- ▶ Understand your EQ and its impact on the way you are perceived as a leader
- ▶ Utilise heightened EQ to make effective strategic decisions
- ▶ Adapt leadership style to effectively manage different personalities

Manage and lead productive teams

- ▶ Maintain team cohesion and build productive relationships
- ▶ Understand the differences between technical management and people leadership
- ▶ Leverage your leadership skills to motivate your team
- ▶ Build team capacity through coaching and performance feedback

Effective and practical decision-making

- ▶ Make autonomous and independent decisions
- ▶ Draw on your experience, knowledge and judgement to make the most effective decisions
- ▶ Deal with complex issues: making the 'right' decision

DAY TWO

Successful change and strategic direction

- ▶ Adapt to the modern workplace of constant change and unpredictability
- ▶ Techniques to deal with complex issues through negotiation and consultation
- ▶ Collaborate and develop joint solutions with external stakeholders

Thrive in times of change

- ▶ Effectively manage change and uncertainty in the workplace
- ▶ Identify and monitor changes that impact your work environment
- ▶ Support your team, organisation and stakeholders through change
- ▶ Implement policies and procedures that reflect and embrace change

Stakeholder engagement and management

- ▶ 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

Core approaches for VPS leaders to advance your confidence and capabilities

- ▶ Be an authentic leader and communicator
- ▶ Trust your initiative and judgment
- ▶ Embrace resilience and flexibility as key leadership skills
- ▶ Plan and commit to actions that will lead to success



WE ARE GOING VIRTUAL!

Events will be delivered live with the assistance of Video Streaming technology to allow delegates and speakers to participate and interact from their office, their home or wherever they may be. Some events may include both in person and remote access elements depending on the situation. Information regarding these arrangements will be sent to affected delegates and speakers directly.

WHO WILL ATTEND?

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

- ▶ VPS 5-6
- ▶ Directors
- ▶ Assistant Directors
- ▶ Chief Officers
- ▶ Deputy Commissioners
- ▶ Specialists
- ▶ Senior Officers
- ▶ Senior Advisors

YOUR FACILITATOR

Liz Tilley is The Coach for Women Who Want to Change the World. She is an executive, and conflict management coach, mentor, facilitator and speaker. Her passion is helping women unlock the secrets to leading with more confidence and authority, leading in every cell of their being. Liz's toolkit includes helping clients tap into the superpower of non-verbal communication to change how others perceive them, and how they see themselves. She brings over 25 years' experience in communications across the corporate sector, state and federal governments and non-for-profits to her work.



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ALSO AVAILABLE

VICTORIAN PUBLIC SECTOR WOMEN'S LEADERSHIP WORKSHOP



16 - 17 JUNE 2020

ONLINE DELIVERY

