

# VIC SES-LEVEL TRANSFORMATIONAL LEADERSHIP PROGRAM

CRITICAL SKILLS FOR CURRENT AND  
EMERGING SES LEVEL LEADERS TO  
DELIVER A PROFESSIONAL AND  
IMPACTFUL SERVICE TO VICTORIANS



29 - 30  
JUNE 2021  
ONLINE DELIVERY

## EXPLORE

- ▶ Understand the expectations and values of an SES level leader
- ▶ Represent your agency and the government, with confidence and authority
- ▶ Utilise heightened EQ to make effective, independent decisions
- ▶ Set and lead whole of entity strategic direction
- ▶ Understand, recognise and manage conflicting stakeholder priorities and departmental politics
- ▶ Navigate complexity, manage change, risk & opportunity
- ▶ Refine your managerial impact to positively engage your team and key stakeholders
- ▶ Diagnose and proactively manage complex business and economic challenges
- ▶ Create a leadership action plan to address your strategic challenges

## EXPERT FACILITATOR



**Michael Collins**  
High Potential Officer  
Hipotential

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BEFORE  
17 MARCH,  
SAVE  
\$500



## VIRTUAL EVENT

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## ABOUT THE EVENT

The Victorian Public Sector's 'Strategic Plan to 2023' has created a greater need for empowering, trusted and collaborative leaders, to successfully provide exceptional outcomes for all Victorians. As we enter a new phase of significant change and transformation, the challenges confronting leaders tasked with making plans and the objectives of the VPS a reality, are both vast, and complex.

Optimising your leadership capability to influence and engage a multitude of internal and external stakeholders is vital for success as a senior executive leader today. Your capacity to influence and engage employees, ministers, the community and other executives allow you to foster organisational buy-in for new initiatives and achieve traction for change.

Join us for this intensive masterclass and equip yourself with the key skills and practices needed to excel at an executive leadership level in the VPS. Explore the latest models and principles for strategic leadership, develop strategies and frameworks for navigating complex workplace politics and sensitive situations, master complex stakeholder management and engagement, and set yourself up for success in your SES-Level role.

## YOUR FACILITATOR

Michael Collins is one of the region's leading talent, leadership and change experts with over 25 years of experience in roles spanning Australia, New Zealand and Asia. He is a trusted adviser, thought leader and seasoned practitioner in the field of leadership assessment and development, in particular he specialises in identifying and discovering high potential leaders, differentiating leadership talent, neuropsychology and organisational change.



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## WHO WILL ATTEND?

SES and VPS 6 banded senior Management in the Victorian Public Sector:

- Directors / Assistant Directors
- Group Manager / General Manager
- Branch Manager
- Senior Line Managers
- C-Level Officers
- Assistant Secretary
- Assistant Commissioner

## DAY ONE

### The Challenges of Senior Executive Leadership

- Leading in a volatile, uncertain, complex, and ambiguous environment (VUCA)
- The changing role of executive leadership in the VPS
- The seven key skills to thrive as an executive leader

### The Neuroscience of Leadership

- Understand emotions and behaviours in a VUCA environment
- Implications for leadership selection, development and change management
- Navigating workplace politics and tackling difficult conversations and situations

### Adaptive Leadership for VPS executives

- Leadership in a (permanent) crisis
- Actions for developing resilience
- Improving executive insight and decision-making

### Manage risk in a dynamic landscape

- Understand the difference between uncertainty and risk
- Explore the sources of risk
- Understand and apply critical thinking

## DAY TWO

### Strategic Decision-Making

- A framework for decision-making in a VUCA environment
- Understand, recognise and manage conflicting stakeholder priorities and departmental politics
- Strategic priority setting

### Leading in Turbulent Times

- Understanding the human side of organisational change
- A process for diagnosing and planning change
- Understanding and managing power and politics

### Practical Change Tools

- Framing and communicating change
- Strategies for overcoming resistance to change
- Building a guiding coalition for change

### An Action Plan for Enhancing Team Effectiveness

- Key strategic priorities (30, 60, 90 days)
- Draft implementation actions or initiatives
- Potential obstacles and sources of support

