

6TH APS 5-6 HIGH PERFORMANCE AND LEADERSHIP SUMMIT

EXPLORE YOUR STEP-CHANGE PLAN TO A LEADERSHIP ROLE AND FAST-TRACK YOUR NEXT CAREER MOVE

16 - 19
MARCH 2021
ONLINE DELIVERY

LEARN FROM



Jason Borton
Executive Branch
Manager



Professor Air
Vice-Marshall (Ret)
Tracy Smart
Professor, Military
and Aerospace
Medicine
Australian National
University



Jancye Winter
Senior Director
of Industry
Development &
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Alex Grant
Director, National
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National Manager
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Services Australia



Helen Wright
Director, Historical
Heritage,
Department of
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and Environment



Jo Chivers
Director, Higher
Education
Program
Management



Simone Cook
Director, People &
Performance



Sophia Carlini
Assistant Director



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Manager,
Workforce
Development and
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VIRTUAL EVENT

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Use Code - I

EVENT PARTNER



SUCCEED TO LEAD

As we continue to navigate our way through these unprecedented times, there has never been a greater need for effective, agile, diverse and collaborative leadership. To achieve this vision for trusted public service, the leaders of today and tomorrow need to embody these values at all stages of their career. However, with APS 5-6 employees representing over 1 in 5 across the Public Sector, you may struggle to see a clear path to stand out from the crowd. A strategic outlook and proactive mindset will help you navigate a nonlinear career and soar to new heights.

This two-day summit will equip you with the tools, techniques and practical frameworks to take charge of your career and position yourself for career progression. Be immersed in inspirational and empowering keynotes, interactive panel discussions, and practical coaching sessions as the country's leaders come together to share their personal leadership stories and strategies for success.

We will be exploring the first-hand experiences of some of the celebrated leaders at the forefront of the public sector, helping you define your career goals and network with industry professionals from 10+ Local, State and Federal Departments.

- ▶ **Innovate** your career path by thinking outside the box, moving horizontally and laterally
- ▶ **Embrace** change head-on and develop resilient positivity
- ▶ **Refine** leadership skills and enhance your strengths
- ▶ **Explore** strategies for career progression

WHAT OUR DELEGATES ARE SAYING

“Probably the most useful leadership training I have been given. The format using real people speaking about their experiences and journey was much better than the textbook approach.”

“Great event. If you get a chance to go, do it!!!!”

“My experience with Liquid Learning and the event was very professional, engaging and informative. I would highly recommend future Liquid Learning events to my colleagues.”

WHO WILL ATTEND?

- ▶ APS 5
- ▶ APS 6
- ▶ Officers
- ▶ Senior Officers
- ▶ Principal Officers
- ▶ Managers
- ▶ Team Leaders
- ▶ Advisors

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THE X-FACTOR - STANDING OUT FROM THE CROWD
KEYNOTE 9:00 - 9:50

Anyone can sit in a corner office and delegate tasks, but there is more to successful leadership than that. It takes leadership presence - the X factor - to influence teams and the broader organisation. But how do you make yourself a compelling and authentic leader in the Public Sector?

BUILDING BLOCK - IT BEGINS WITH YOU
BREAK-OUT SESSION 9:50 - 10:10

This interactive mini-session meets you where you are, helps you identify areas for improvement, and celebrate what's working well.

Liz Van Vliet
Certified Coach, Consultant,
Trainer & Podcast Host
Being Indispensable



THE CHANGING FACE OF CHANGE
CASE STUDY 10:10 - 10:55

When working in the public sector, change is unexpected and uncontrollable. While there's often little you can do about the nature of change, you can make sure you have the processes in place to deal with it - and that's where leadership is crucial. Kate reflects on the recent spate of change her department has faced, how they've managed their response, and what you can do to prepare for transformation in your organisation.

Kate Buggy
National Manager Taskforce Integrity
and Fraud Investigations
Services Australia

THE JOURNEY FROM APS 6 TO EL1
PANEL 11:10 - 12:10

When transitioning from APS6 to EL1, you evolve from a technical specialist to a strategic leader. You will take on a diplomatic role while being responsible for the leadership and mentorship of junior staff. In this panel discussion, hear from public sector professionals who have made the transition and learn how they took the next step.

Jancye Winter
Senior Director of Industry
Development & Strategic Policy
Community Services Directorate,
ACT Government



Jo Chivers
Director, Higher Education
Program Management
Department of Education and Training



INSIGHTS INTO IMPOSTER SYNDROME
MINI-WORKSHOP 12:10 - 1:10

Ever felt like you're not good enough? That you don't deserve or aren't ready for that promotion? You're not alone. 70% of women and over 50% of men have experienced imposter syndrome, a persistent nagging sense of self-doubt and insecurity affecting your personal and professional life. In this interactive mini-workshop session, Gary will help you identify imposter syndrome, share strategies for overcoming self-doubt and discuss the power of positive self-talk.

Garry Mills
Presenter & Coach
Garry Mills Peak Performance



YOU DIDN'T GET THAT PROMOTION. NOW WHAT?
CASE STUDY 2:10 - 2:55

We all want to succeed in our jobs, so it hurts when things don't go according to plan. Rejection can leave you wondering what went wrong - why was someone else chosen over you? The truth is you can learn as much from your setbacks as you can from your successes (if not more!). Sometimes missing one opportunity can be the key to landing the next. So how do you shake off a knockback and turn a roadblock into a rallying point? Sophia reflects on her career journey to EL1 and the mindset that helped her steer the course.

Sophia Carlini
Assistant Director
Department of Defence



BUILDING BLOCK - REFLECT, LEARN & GROW
BREAK-OUT SESSION 2:55 - 3:15

This interactive mini-session provides time for reflection, focusing on lessons learned from the first day of the summit, re-evaluating your career goals, vision, and how to approach day 2 for maximum impact.

Liz Van Vliet
Certified Coach, Consultant,
Trainer & Podcast Host
Being Indispensable



SHEDDING YOUR CAMOUFLAGE:
LESSONS FROM MY JOURNEY
CASE STUDY 3:50 - 4:30

Authenticity and transparency are crucial skills for the success of every leader and organisation, and in today's post-COVID APS of turbulence and rapid change, the need for authentic leadership has only intensified. Having the confidence to strip away your camouflage, lead from the heart and be your true self will maximise your impact as a leader. Tracy will share how she has not only achieved success in ranks that at one time were thought to be unachievable for women, but has done it by embracing her authentic self as a woman, LGBTI champion, physician and leader.

Professor Air Vice-Marshal (Ret) Tracy Smart
Professor, Military and Aerospace Medicine
Australian National University

WHAT MAKES A LEADER?

KEYNOTE

9:00 - 9:50

In an environment of financial constraints, limited resources, increasing strategic demands and skills shortages, building critical leadership skills for public sector leadership has become paramount to success. You may have your sights set on a management role, but it's not until you see yourself as a leader that you'll be able to realise your potential.

Jason Borton

Executive Branch Manager

ACT Education Directorate



BUILDING BLOCK - FOCUS ON YOUR SUCCESS

BREAK-OUT SESSION

9:50 - 10:10

This interactive mini-session will build on the knowledge you've gained in day 1 of the summit. You will define career goals and establish your vision for the future.

Liz Van Vliet

Certified Coach, Consultant,
Trainer & Podcast Host

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FIND THE COURAGE & DISCOVER YOUR TRUE CAREER PATH

CASE STUDY

10:10 - 10:55

Do you ever stop to question if you're on the right career path? Moving up the ranks in the public sector can feel like a narrow one-way street, but taking a step back can be as frightening as a step forward. You'll need to muster the courage to realise when you're heading in the wrong direction or making a choice for the wrong reasons. Alex will share insights from her career journey, and how she dared to say no to a promotion when the timing was off.

Alex Grant

Director,
National Skills Reform Taskforce
**Department of Employment, Skills,
Small and Family Business**



BALANCE COMPETING DEMANDS

PANEL

11:10 - 12:10

Moving into a leadership position can be daunting and overwhelming. On top of balancing your workload and responsibilities, you must now assist your team with theirs. Prioritisation is an exemplary quality of leadership, though tricky to master. In this interactive panel discussion, you will hear from leaders at different levels of the APS on how they balance their workload and structure their days to best support their team.

Stuart Crome

Manager,
Workforce Development & Protocol
Australian Federal Police



THE UPSKILLING & RESKILLING REVOLUTION

MINI-WORKSHOP

12:10 - 1:10

In the public sector, change is part of everyday life, and often out of your control. So how do you prepare yourself for monumental shifts? How do you help your team navigate stormy waters? With 210 million people expected to change occupations by 2030, versatile talents are the solution to finding calm among the chaos. This interactive session will explore strategies for developing resilience through continual upskilling and reskilling.

Michelle Chant

Principal, Change & Leadership

The Change Collective

REMAIN RESILIENT IN A CHANGING ENVIRONMENT

PANEL

2:10 - 3:10

We are navigating our way through unprecedented times. Uncertainty and change have become the norm and departmental restructures continue to shape your role in the APS. Are you prepared for the road ahead? Your ability to cope with pressure, adversity and uncertainty will be determined by proactive behaviours, thoughts and actions. Our panel will share strategies for dealing with change in the workplace and how they've managed to remain resilient through the process.

Simone Cook

Director, People & Performance

City of Canterbury Bankstown



Elizabeth McDonald

General Manager Diversity, Inclusion & STEM

Australian Bureau of Meteorology



EMBRACING TWISTS, TURNS AND OPPORTUNITIES

CASE STUDY

3:10 - 3:55

Most of us are programmed to apply and seek more senior positions as we progress throughout our careers, but what if there are other strategies you can use to navigate your way through the system to put yourself forward for the position you desire? Helen has worked in the Public Sector for over 17 years, and has been heavily involved with the recruitment of senior staff members. In this session she will share tips and tricks for progressing your career in the APS and how you can put yourself forward for the position you long for.

Helen Wright

Director, Historical Heritage

Department of Agriculture, Water and Environment

YOUR LEADERSHIP FUTURE - DIRECTIONS FOR APS 5-6

ROUNDTABLE

4:10 - 4:30

In this interactive closing session, you will use your building blocks to consolidate key takeaways from the past two days, identify areas for professional development, and build an action plan for your leadership future.

Liz Van Vliet

Certified Coach, Consultant,
Trainer & Podcast Host

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APS 5-6 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

Ongoing transformation within the Australian Public Service has created a greater need for effective leadership performance across all levels. Public Sector leaders are now required to undertake work of a more complex nature, operating in an autonomous and strategic manner. Emerging leaders eager to take their career to the next level must be equipped with the tools and strategies to achieve success. This is particularly true at the APS 5-6 banded level, which requires strategic awareness and effective engagement with senior leadership.

Aimed at APS 5-6 level officers and management, this two-day workshop will provide an opportunity to advance core skills and explore the emerging leadership capabilities for effective APS 5-6 level management. It will explore the core attributes for successful leadership within the Australian Public Service. It will also delve into the practical strategies relating to leading productive teams, improving decision-making and developing key skills of stakeholder engagement. These areas are of increasing importance for APS 5-6 level management leaders to perform at a higher level and to reach their full potential.

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

DAY ONE | 18 MARCH 2021

Personal leadership values

- ▶ The capabilities, attributes and skills of an effective leader
- ▶ Identify your core values and goals as a leader
- ▶ Leadership styles and how they impact you
- ▶ Shape your leadership brand

Emotional Intelligence (EQ)

- ▶ Evaluate your EQ level and identify opportunities for growth
- ▶ Understand individual strengths and how to optimise EQ in teams
- ▶ Leverage your EQ in the workplace
- ▶ Embrace qualities of empathy to become a better leader

Lead and manage productive teams

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

Effective and practical decision making

- ▶ Strategies to build team decision-making capabilities
- ▶ Make autonomous and independent decisions
- ▶ Draw on your experience, knowledge and judgement to make better decisions
- ▶ Deal with complex issues - making the 'right' decision

DAY TWO | 19 MARCH 2021

Successful change and strategic management

- ▶ Set achievable, manageable and measurable goals
- ▶ Problem identification and problem-solving strategies
- ▶ Support and influence stakeholders through change
- ▶ Leadership styles that drive effective transformation and change

Develop resilience to 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

Key approaches for APS leaders to implement personal strategies back in the workplace

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

EXPERT FACILITATOR

Garry Mills

Presenter & Coach

Garry Mills Peak Performance

