

PUBLIC SECTOR TIER 4, 5 & 6 LEADERSHIP SUCCESS WORKSHOP

DEVELOP & REFINE KEY LEADERSHIP
CAPABILITY TO EXCEL IN TIER 4, 5 & 6
ROLES & BEYOND



25 & 26
MARCH 2020
CLIFTONS WELLINGTON

EXPLORE

- ▶ Identify & develop your capabilities as a confident & successful Public Sector leader
- ▶ Build productive relationships & lead proficient, capable teams
- ▶ Leverage your Emotional Intelligence (EQ) to advance as a leader
- ▶ Practical, autonomous & effective decision making
- ▶ Drive strategic change & management to improve procedures & meet agency goals
- ▶ Develop & maintain internal & external stakeholder engagement
- ▶ Strategies to identify problems & implement effective problem-solving solutions
- ▶ Implement agile & effective change management strategies
- ▶ Career planning & prioritisation

EXPERT FACILITATOR



Ruth Hamilton
Managing Director
Splice Consulting

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ABOUT THE EVENT

With an increased push for leadership excellence and competency by the State Services Commission, many emerging leaders lack the key leadership skills they need to perform in the Public Sector. Designed for Tier 4, 5 & 6 professionals, this intensive two-day event will explore the core attributes required for successful leadership within the New Zealand Government. It will deliver practical strategies for leading productive teams, improving decision making, applying strategic management thinking and developing key skills of stakeholder engagement and communication. These are increasingly becoming key competencies for Tier 4, 5 & 6 level leaders to perform at a higher level and to reach their full leadership potential.

Directly addressing the New Zealand Public Sector's leadership development guidelines, you will get the opportunity to establish a successful leadership profile and unlock your leadership potential.

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

Self-awareness and authentic leadership

- ▶ Identify your leadership values and purpose
- ▶ Demonstrate authentic leadership
- ▶ Leadership self-acceptance and confidence

Leadership curiosity and agility

- ▶ Foster learning agility in self and others
- ▶ Recognise mindsets and role-model a growth mindset
- ▶ Ensure an open and agile approach to explore and integrate new ideas

Communication for improved effectiveness and workplace relations

- ▶ Alter your style to suit different situations and people
- ▶ Ensure clear communication of organisational strategy and change
- ▶ Courageously deliver difficult or unpopular decisions and feedback

Develop resilience through honest and courageous leadership

- ▶ How to bounce back from failure and ensuring a positive outlook
- ▶ Adopt a solution-focused approach to problem-solving
- ▶ Maintain peak performance in times of stress

WORKSHOP SCHEDULE

- 8.30 - 9.00 Registration
- 9.00 - 10.40 Session One
- 10.40 - 11.00 Morning Tea
- 11.00 - 12.30 Session Two
- 12.30 - 1.30 Lunch
- 1.30 - 3.00 Session Three
- 3.00 - 3.20 Afternoon Tea
- 3.20 - 4.30 Session Four
- 4.30 Close of Workshop

DAY TWO

Strategic and system leadership - navigate for the future and stewardship

- ▶ Identify the difference between operational and strategic leadership
- ▶ Lead for the future while meeting current demands
- ▶ Engage stakeholder support and sector-wide participation

Talent management - develop teams and individuals

- ▶ Provide opportunities for professional growth for team members
- ▶ Team dynamics and development
- ▶ Understand and create employee engagement

Delivery management - making it happen

- ▶ The skills needed to make it happen
- ▶ Translate strategy into action
- ▶ Prioritisation and delegation

Turn insight into action - goal setting for change and development

- ▶ Understand the psychology of effective goal setting
- ▶ Create your own action plan
- ▶ Maintain motivation and momentum

WHO WILL ATTEND?

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

- ▶ Managers
- ▶ Team Leaders
- ▶ Senior Advisors
- ▶ Supervising Principal Advisor

YOUR FACILITATOR

Ruth has 20 years' experience in New Zealand public sector working in local government, shared service environments and consulting. She has worked extensively with governance boards, chief executives, leaders and teams in the development and delivery of complex transformational programmes.

Trained originally as Psychiatric Nurse she undertook further training in systems theory, action methods and group facilitation. She then graduated in policy and completed a Masters in Management, with a research thesis on Motivation and Organisational Alignment.

Ruth synthesises her formal qualifications, experience and research to deliver a unique and engaging workshop on why leadership is so important and what you can do to build your leadership skills.

Ruth has worked in organisations such as Crown Health Entities (Transport, Health, Specialist Education), Wellington City Council, DHB Shared Services, Department of Corrections, Ministry of Social Development, University of Otago, Primary Health Organisations and Not For Profit services.



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Managing Director
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