

NT GOVERNMENT EMERGING LEADERS WORKSHOP

MASTER ESSENTIAL LEADERSHIP
CAPABILITIES TO STEP UP & EXCEL
IN YOUR LEADERSHIP JOURNEY



16 - 17
JUNE 2020

ONLINE DELIVERY

EXPLORE

- ▶ Identify and develop your capabilities as a confident and successful leader in NT Government
- ▶ Maximise skills to become an authentic leader and communicator
- ▶ Leverage your Emotional Intelligence (EQ) to lead in a VUCA world
- ▶ Cultivate productive relationships to lead proficient, capable teams
- ▶ Establish practical, autonomous and effective decision-making processes
- ▶ Strategies to identify problems and implement effective problem-solving solutions
- ▶ Increase your profile to influence up and out
- ▶ Career planning and pathways in NT Government roles

EXPERT FACILITATOR



Natalie Lincolne
Strategic Performance Consultant
Incredible People



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VIRTUAL!**

Liquid Learning will now
be offering events
live online!

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ABOUT THE EVENT

Ongoing transformation within the Northern Territory Government has created a greater need for cross-agency collaboration. As such, aspiring and emerging leaders are now required to undertake work of a more complex nature, operating in a collaborative and strategic manner to meet whole of government objectives for effective engagement with senior leadership.

This hands-on workshop will provide you with an opportunity to enhance core skills and explore the emerging leadership capabilities required for effective leadership within the NT Government. You will delve into the practical strategies relating to leading productive teams, improve decision-making and develop key skills for stakeholder engagement.

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

Delve into the differences between technical management and people leadership

- ▶ Explore common leadership challenges
- ▶ 5 simple rules for leadership success
- ▶ Identify the right mindset - what stays and what goes

Practical exercise - The core leadership capabilities self-assessment

- ▶ Capabilities and attributes of an effective leader
- ▶ Identify your core values and goals
- ▶ Establish the importance of balancing capabilities over your career

Learning leadership capabilities

- ▶ Why continuous learning is necessary in a VUCA world
- ▶ How to become learning-agile
- ▶ Leverage your leadership skills to better motivate and engage your team

The importance of self-awareness

- ▶ Understand the link between self-awareness and leadership success
- ▶ Explore your EQ and its impact on the way you are perceived as a leader
- ▶ Embrace qualities of empathy to become a compelling and inspiring leader



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.

DAY TWO

Communicate with purpose - understand the power of why

- ▶ Knowing and sharing your vision
- ▶ Cultivate assertiveness and know when to say no
- ▶ Sharpen your leadership posture

Manage work through others - the importance of delegation in team development

- ▶ Identify and monitor changes that impact your work environment
- ▶ How to set achievable, manageable and measurable goals
- ▶ Drive team capacity through coaching and performance feedback

How to deal with complex issues - making the 'right' decision

- ▶ Handling difficult conversations - 'red flags' to avoid
- ▶ Empower collaborative decision making in your team
- ▶ Construct a strategy to master tough conversations

Stakeholder engagement

- ▶ Identify and gain access to influencers
- ▶ Learn to trust your initiative and judgement
- ▶ Maintain strong internal and external networks

Practical exercise - Review self-assessment and key learning points

- ▶ Identify the next steps for leadership development

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WHO WILL ATTEND?

Aspiring and emerging leaders across all disciplines and departments throughout the NT Government:

- ▶ Federal
- ▶ State
- ▶ Local

In roles and bands, including:

- ▶ ASO 4-5
- ▶ APS 5-6
- ▶ Officers
- ▶ Team Leaders
- ▶ Senior & Principal Officers

YOUR FACILITATOR

Natalie has over 20 years' experience and a wide range of skills and experience in driving improved organisational performance. Her passion is to partner with leaders who want to improve employee engagement, performance and productivity so that great talent is motivated and retained. Natalie has been working and consulting in the public sector (WA state, local and federal) since 2008, having transitioned from corporate senior management roles (NAB, Ansett). Natalie also works as a leadership coach and strategic facilitator in her own business and undertakes pro bono work in several not-for-profit organisations.

Natalie has particular strengths in working with CEOs and executives undertaking large human resource consulting projects underpinning organisational transformation, including providing services in organisational review, job design and evaluation, culture change, executive search and recruitment. In addition, Natalie has substantial experience in facilitating workshops and assessments relating to leadership and team performance, has established organisational KPIs and undertaken numerous CEO performance reviews in local government and not-for-profit organisations.



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