

NSW PUBLIC SECTOR GRADES 9-10 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

DEVELOP & REFINE CORE SKILLS & KEY LEADERSHIP
CAPABILITY TO ACHIEVE SUCCESS & EXCEL



26 - 27
NOVEMBER

ONLINE DELIVERY

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 processes
- ▶ Drive strategic change 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 & pathways in NSW Public Service roles

EXPERT FACILITATOR



Maree Walk
Founder & Principal Consultant
Storyroad

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ABOUT THE EVENT

Change and uncertainty within our new working environment, as well as ongoing transformation in the NSW State Public Service creates a greater need for effective leadership performance across all levels. Public Sector leaders are required to undertake work of a more complex nature, operating in an autonomous and strategic manner. As such, emerging leaders eager to take their career to the next level must be better equipped with the appropriate tools and strategies to achieve success. This is particularly true at the Grade 9-10 banded level, which requires strategic awareness and effective engagement with senior leadership.

Aimed at Grade 9-10 level officers and management, this two-day workshop will provide you with an opportunity to advance core skills and explore the emerging leadership capabilities required for effective Grade 9-10 level management. You will explore the core attributes required for successful leadership within the NSW Public Service and delve into practical strategies relating to leading productive teams to perform at a higher level to reach your full 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

Personal leadership values

- ▶ The capabilities, attributes and skills of an effective leader
- ▶ Identify your core values and goals as a leader
- ▶ Advocate your value as a leader
- ▶ Shape your leadership brand

Lead and manage productive teams

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

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
- ▶ Harness EQ to focus attention
- ▶ Embrace qualities of empathy and understanding to become a better leader

Effective and practical decision-making

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

WORKSHOP SCHEDULE

- 8.30 - 9.00 Sign in
- 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

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 managing 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 NSW Public Sector Leaders to advance their confidence in their capabilities

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

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WHO WILL ATTEND?

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

- ▶ Grades 9-10
- ▶ Officers
- ▶ Senior Officers
- ▶ Principal Officers
- ▶ Advisors
- ▶ Senior Advisors

YOUR FACILITATOR

Maree is the founder and principal consultant at MW Consultancy. She is an experienced, in-demand leadership specialist focussed on coaching and mentoring across the public, private and not-for-profit sectors.

Maree was the Deputy Secretary, Programs and Service Design in the NSW Department of Family and Community Services (FACS), where she specialised in service design and delivery for FACS. Maree is well known for collaborating across both government and non-government sectors to focus services and practices and help the most vulnerable.

Prior to becoming Deputy Secretary, Maree worked as the Chief Executive of Community Services. She also worked in the non-government sector and was the Chair of the Association of Children's Welfare Agencies (ACWA) – the peak body for child and family services in NSW.



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