

NORTHERN TERRITORY PUBLIC SECTOR WOMEN'S LEADERSHIP WORKSHOP

DEVELOPING, PROMOTING & ENABLING
SUCCESSFUL EXECUTIVE WOMEN'S
LEADERSHIP IN THE NORTHERN TERRITORY
PUBLIC SECTOR



27 - 28
JULY 2020

ONLINE DELIVERY

EXPLORE

- ▶ Develop your individual leadership style
- ▶ Lead with Emotional Intelligence (EQ) & authenticity
- ▶ Develop structured influencing techniques
- ▶ Embrace complexity, uncertainty & diversity
- ▶ Identify strategies to deal with difficult conversations
- ▶ Lead high performance for yourself, your team & the organisation
- ▶ Strategically plan for your own leadership development and career
- ▶ Create your personal action plan to achieve leadership success

EXPERT FACILITATOR



Natalie Lincolne
Strategic Performance
Consultant
Incredible People



START YOUR LEADERSHIP JOURNEY!

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ABOUT THE EVENT

Transformations in the Northern Territory Public Sector have unlocked new and exciting opportunities for emerging women leaders to step up into senior executive roles, and for established leaders to hone their skills.

We have encountered several major health and environmental crises in 2020, unlike any we have seen before. During uncertain times, effective and decisive leadership is more important than ever, as teams look to someone to light the way through. To successfully navigate this complex and ever-changing environment, leaders just possess keen insight into the internal and external challenges facing the sector, and develop increased self-awareness around the impact they have within their team, and organisation as a whole.

Aspiring leaders in this environment must display reflective thinking, self-awareness, planning and strategy, but also the confidence and courage to put themselves forward for new opportunities and challenges. Successful leaders understand the importance of making tough decisions and strategically ensuring their teams, as well as their own, survival.

This workshop will equip you with the tools and practical knowledge to build confidence in your leadership abilities and to best position yourself to maximise your leadership ability and ensure your continued progression. This hands-on, two day interactive learning session has been designed with both current and emerging leaders in mind, it aims to equip you with a practical leadership plan that you can use to not only survive, but thrive in these uncertain times.

WHO WILL ATTEND?

Established, emerging and aspiring women leaders in the NT Public Service, and advocates for change, including:

- ▶ Managers
- ▶ Team Leaders
- ▶ Senior Officers / Coordinators / Advisors
- ▶ Regional / National Managers
- ▶ Branch / Section Managers
- ▶ Directors / Assistant Directors
- ▶ HR / People & Culture / Diversity & Inclusion
- ▶ Women's Leadership Program Managers

DAY ONE

What is leadership and what's your style?

- ▶ Determine the fundamentals of leadership attributes and skills of influential leaders
- ▶ Discover the style that best motivates and drives others
- ▶ Embrace your leadership style and maximise your strengths
- ▶ Build self-awareness on the way others perceive your style

How to lead with Emotional Intelligence

- ▶ Maximise Decision-Making and Stress Management
- ▶ Evaluate your EQ strengths and identify opportunities for further growth and development
- ▶ Understand the qualities of flexibility, empathy, resilience and authenticity to maximise your leadership style

How do your beliefs and values impact on your EQ/Leadership approach?

- ▶ Understand your internal drivers and how they impact on your reactions
- ▶ Appreciate and recognise how your drivers may impact on others

What EQ strategies and practical actions do you need to focus on?

- ▶ Identify a variety of strategies and practical actions
- ▶ Select from a menu of strategies/actions to tailor your personal leadership plan needs
- ▶ Leverage from your strengths and understand how to maximise areas of growth

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DAY TWO

How to lead through rapid change

- ▶ Exploring internal and external factors and drivers that impact on leadership capability
- ▶ Leadership challenges in a public sector world and leveraging your EQ in the workplace
- ▶ Build self-awareness of leadership traits and how they align with organisational goals

Understanding organisational complexity

- ▶ What we say and what we do
- ▶ Leading a team and developing people – Do you understand each other's expectations?
- ▶ Strategic leaders ask the right questions...what are they?
- ▶ What does a 'good' culture look like?

Managing conflict and dealing with difficult behaviour

- ▶ Employer obligations: the importance of natural justice and procedural fairness
- ▶ How do leaders deliver outcomes and create performance in the land of chaos?
- ▶ Practical scenarios to manage conflict and difficult behaviours

Reviewing the personal leadership plan

- ▶ Identify and cross-check the plan from day one
- ▶ Review in light of the new information from day two
- ▶ Highlight/change strategies, actions and areas of focus

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

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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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.

