

AO 7-8 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

DEVELOP & REFINE CORE SKILLS & KEY LEADERSHIP CAPABILITIES



22 & 23
AUGUST 2019
CLIFTONS BRISBANE

EXPLORE

- ▶ Evolve into the strategic decision maker
- ▶ Successfully align your team with organisational expectations
- ▶ Enhance your Emotional Intelligence (EQ) to advance as an AO 7-8 leader
- ▶ Drive strategic change & management to improve procedures & meet agency goals
- ▶ Negotiate change & lead your team through uncertainty
- ▶ Build organisational capability
- ▶ Influentially engage stakeholders on complex & sensitive issues
- ▶ Leverage adaptable leadership to prosper in times of change
- ▶ Implementing agile & effective change management strategies
- ▶ Career planning & pathways in QLD Public Sector roles

EXPERT FACILITATOR



Martin Brooker
Founder
Quench Group

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ABOUT THE EVENT

New strategic directions and ongoing transformation has created a greater need for effective leadership within the Queensland Public Service. Public sector leaders are now 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 equipped with the appropriate tools and strategies to achieve success. This is particularly true at the AO 7-8 banded level, which increasingly requires greater strategic awareness and effective engagement with senior leadership.

Aimed at AO 7-8 level officers and management, this workshop will provide an opportunity to advance core skills and explore the emerging leadership capabilities required for effective AO 7-8 level management. It will explore the core attributes required for successful leadership within the Queensland Public Service and will delve into the practical strategies relating to leading productive teams, improving decision making, applying strategic management thinking and developing key skills for stakeholder engagement. These areas are of increasing importance for AO 7-8 level leaders to perform at a higher level and to reach their full potential.

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

WHO WILL ATTEND?

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

- ▶ Managers
- ▶ Officers
- ▶ Senior Officers
- ▶ Principal Officers
- ▶ Advisors
- ▶ Senior Advisors

YOUR FACILITATOR

Martin is a veteran of 37 years service as an officer in the Royal Australian Navy. His extensive career included command at sea, and operational service in the Middle East, Afghanistan and the Pacific. He retired from the Royal Australian Navy in March 2015 with the rank of Commodore. Now Founder and Director of the Quench Group, Martin specialises in helping individuals and organisations realise their potential through personal and organisational change.

He shares his real-life experiences from both leadership positions and leading culture change to explore the challenges of leadership and addressing what he believes to be key lessons for all leaders who want to be authentic. Martin's personal awards include the Conspicuous Service Cross in 2004 for outstanding achievement in Command of the Maritime Task Group in the Solomon Islands and a Commendation for Distinguished Service in 2014 for distinguished performance of duty in warlike operations as Deputy Commander in the Middle East. Martin is an advocate for diversity and inclusion; he is proud to be an RU OK Community Ambassador.



Martin Brooker
Founder
Quench Group

22 AUGUST DAY ONE

Self-awareness and authentic leadership

- ▶ Understand your strengths and values as a AO 7-8 leader
- ▶ Key tasks of adaptive leadership
- ▶ Define your personal leadership brand
- ▶ Align your leadership strengths with the expectations of your organisation

Advanced Emotional Intelligence (EQ)

- ▶ Utilise EQ to motivate and influence your team and stakeholders
- ▶ Harness EQ to focus attention
- ▶ Utilise heightened EQ to make effective strategic decisions
- ▶ Adapt your leadership style to effectively manage different personalities

Build resilience under pressure

- ▶ Acting vs reacting upon unexpected developments
- ▶ Anticipate and manage risk effectively
- ▶ Make crucial judgements under pressure
- ▶ Utilise feedback to improve service delivery and organisational capability

Successful change and strategic direction

- ▶ The shift from micro to macro leadership
- ▶ Adopt a planned and comprehensive approach to implement organisational change
- ▶ Develop and influence key strategic directions
- ▶ Collaborate and develop joint solutions with external stakeholders

23 AUGUST DAY TWO

Key stakeholder relationship management and communication

- ▶ Engage and manage stakeholder expectations during change
- ▶ Authoritatively represent and influence on behalf of your agency
- ▶ Collaborate and develop joint solutions with external stakeholders
- ▶ Recognise links between interconnected issues, identify problems and work ways to resolve them

Build team capability and accountability

- ▶ Cultivate your team to take ownership of their success
- ▶ Build reliability and accountability in your team
- ▶ Successfully align your teams with broader agency strategy and goals
- ▶ Develop your team's resilience to stress and change

Manage team dynamics in complex environments

- ▶ Co-create high performance - Establish a culture of peak performance
- ▶ Override emotional responses to stressful situations
- ▶ Authoritatively represent and influence on behalf of your agency
- ▶ Ambiguity tolerance and skills for managing uncertainty

Core approaches for AO 7-8 leaders to advance as an executive leader

- ▶ Create an action plan for your career
- ▶ Understand the leadership pipeline
- ▶ Prepare yourself for executive responsibilities
- ▶ Manage transition and identify future leadership priorities

