

# VPS 3-4 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

DEVELOP & REFINE ESSENTIAL SKILLS TO ACHIEVE SUCCESS & POSITION YOURSELF AS A FUTURE LEADER

26 - 27  
NOVEMBER

ONLINE DELIVERY

## EXPLORE

- ▶ Identify and develop your capabilities for confidence and success in VPS 3-4 banded roles
- ▶ Align and incorporate your values into leadership vision
- ▶ Explore the fundamentals of Emotional Intelligence (EQ)
- ▶ Practical, autonomous and effective decision-making processes
- ▶ Influence others to embrace change initiatives
- ▶ Drive productive relationships and lead proficient, capable teams
- ▶ Deliver better outcomes for Victorians and adopt a continuous improvement approach
- ▶ Career planning and pathways in VPS roles

## EXPERT FACILITATOR



**Garry Mills**  
Presenter & Coach  
Garry Mills Peak Performance

BOOK  
BEFORE  
14 AUGUST,  
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## ABOUT THE EVENT

Despite businesses and organisations across the globe closing their doors and making the move to remote work, the Victorian Public Sector is open for business, and while you are continuing to deliver essential services to the community, the way you do business is changing.

As we continue to navigate our way through these unprecedented times, there has never been a greater need for effective, agile, diverse and collaborative leadership. To achieve this vision for trusted public service, the leaders of today and tomorrow need to embody these values at all stages of their career. Emerging leaders eager to take their career to the next level need to undertake work of a more complex nature and enhance their skills to strengthen the efficiency, effectiveness and capability to deliver high-quality service.

Aimed at VPS 3-4 level officers and management, this workshop provides you with a unique opportunity to advance core skills for successful leadership in the Victorian Public Sector. You will delve into practical strategies to increase self-awareness, influence others to embrace change, and lead a diverse and inclusive public service.

## 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

### Authentic personal leadership

- ▶ Explore expectations and values of a VPS 3-4 leader
- ▶ Leverage opportunities for change to strengthen your capability and talent
- ▶ Understand the differences between technical management and people leadership
- ▶ What it means to be an 'agile' and 'authentic' leader

### The fundamentals of Emotional Intelligence (EQ)

- ▶ Explore the main elements of EQ and identify opportunities for further growth
- ▶ Understand your EQ and its impact on the way you are perceived as a leader
- ▶ Emotional competence - Understanding yourself and others
- ▶ Leverage your EQ in the workplace to build resilience

### Practical decision-making in complex environments

- ▶ Leverage your experience to address complex problems
- ▶ How to deal with complex issues - Making the 'right' decision
- ▶ Identify, evaluate and harness information from diverse sources to drive practical decisions
- ▶ Effectively share information with others and encourage cooperation in coping with change

### Lead and motivate productive teams

- ▶ Recognise and value diversity in your team's working and communication styles
- ▶ Empower a capable and collaborative workforce
- ▶ Create positive team dynamics and build collective intelligence
- ▶ Learn to recognise and appreciate leadership qualities in others

## DAY TWO

### Stepping up as an adaptive leader

- ▶ How to set achievable, manageable and measurable goals
- ▶ Embrace resilience to maximise personal focus
- ▶ Identify and monitor changes that impact your work environment
- ▶ Prepare to embrace change initiatives
- ▶ Working under pressure - Resilience and self-management

### Strategic communication and relationship management

- ▶ Strengthen interpersonal communication and influence those around you
- ▶ Identify the best structure and style to effectively connect with others
- ▶ Understand the expectations of internal and external stakeholders
- ▶ Maintain strong internal and external networks

### Work collaboratively to achieve results

- ▶ Cross agency collaboration - Stakeholder management and engagement
- ▶ Drive organisational operational service delivery
- ▶ Cultivate a collaborative mindset
- ▶ Foster a culture of curiosity

### Next steps for VPS 3-4 leaders to develop in their capabilities

- ▶ Be an authentic leader and communicator
- ▶ Trust your initiative and judgement
- ▶ Plan and commit to actions that will lead to success
- ▶ Plan your 'take-back' to the office

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## WHO WILL ATTEND?

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

- ▶ VPS 3-4
- ▶ Officers
- ▶ Senior Officers
- ▶ Principal Officers
- ▶ Advisors
- ▶ Senior Advisors

## YOUR FACILITATOR

Garry's philosophy is to share the stuff he's learned and lived to help as many people as he can. He achieves this as a recognised consultant, facilitator, coach, presenter, speaker and MC. Garry creates space for people to contribute, reflect, share and clarify. His style is interactive and relaxed with humour, helping people feel at ease to ask questions and interact freely.

Garry is a certified i4 Neuroleader Practitioner, applying the i4 model and methodology to help organisations create healthier and brain friendly leaders, teams and cultures. A balanced and healthy brain positively influences our behaviour, attention, decision-making, memory and effectiveness. Neurobiology-based leadership & wellbeing programs help transform our organisations and communities from somewhere many people are just surviving, to places where they can thrive.

Garry's extensive experience includes public service executive, police officer, training manager, Prime Minister's bodyguard, Team Australia athlete in a European reality TV competition, jackaroo, screen actor, radio presenter, and Ironman triathlete. He is a member of Beyond Blue's Ambassador and Speaker Bureau, sharing his story to increase awareness and understanding of anxiety and depression in Australia, and to reduce the associated stigma.



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