

# VPS 5-6 HIGH PERFORMANCE & LEADERSHIP WORKSHOP

REFINE CORE SKILLS TO EXCEL IN  
VPS 5-6 LEVEL ROLES AND BEYOND



4 - 5  
MARCH 2021

ONLINE DELIVERY

## EXPLORE

- ▶ Identify and develop your capabilities as a confident and successful VPS leader
- ▶ Build productive relationships and lead proficient teams
- ▶ Leverage your Emotional Intelligence (EI) to advance as a leader
- ▶ Drive strategic change and management to meet agency goals
- ▶ Practical, autonomous and effective decision-making processes
- ▶ Develop internal and external stakeholder engagement
- ▶ Strategies to identify problems and implement effective problem-solving solutions
- ▶ Implement agile and effective change management strategies
- ▶ Deliver an efficient and effective service through periods of uncertainty
- ▶ Career planning and pathways in VPS roles

## EXPERT FACILITATOR



**Liz Tilley**  
Leadership Coach  
Liz Tilley Coaching

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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 the VPS's vision for a trusted public sector that achieves both excellence and safety for the Victorian community, leaders need to embody the public sector values. 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 5-6 level officers and management, this online workshop provides you with the unique opportunity to advance core skills and explore emerging leadership capabilities, particularly through this time of isolation. You will delve into practical strategies relating to leading productive teams, improving decision making, applying strategic management thinking, developing key skills of stakeholder engagement, and learn to communicate with confidence.

## WHO WILL ATTEND?

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

- ▶ VPS 5-6
- ▶ Directors
- ▶ Assistant Directors
- ▶ Chief Officers
- ▶ Deputy Commissioners
- ▶ Specialists
- ▶ Senior Officers
- ▶ Senior Advisors

## YOUR FACILITATOR

Liz Tilley is a leadership coach, conflict management coach, intuitive coach, facilitator and speaker. She helps leaders to move away from seeing leadership as a cognitive process and into embodying leadership in every cell of their being. Liz is a specialist in non-verbal communication and how we can use skill as a leadership superpower. She brings to her work over 25 years' experience as a communications professional in federal and state government, the not-for-profit sector, and in the corporate sector.



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## DAY ONE

### Personal leadership values

- ▶ Capabilities, attributes and skills of an effective VPS 5-6 leader
- ▶ Identify your core values goals and vision as a leader
- ▶ The shift from micro to macro leadership
- ▶ Shape your leadership brand

### Advanced Emotional Intelligence (EI)

- ▶ Evaluate your EI level and identify opportunities for growth and leadership development
- ▶ Understand your EI and its impact on the way you are perceived as a leader
- ▶ Utilise heightened EI to make effective strategic decisions
- ▶ Adapt leadership style to effectively manage different personalities

### Manage and lead productive teams

- ▶ Maintain team cohesion and build productive relationships
- ▶ Understand the differences between technical management and people leadership
- ▶ Build team capacity through coaching and performance feedback

### Influencing and communication skills

- ▶ Build your toolkit of skills to effectively negotiate, influence and impact
- ▶ Understand different communication styles and how to work with them
- ▶ Deepen your awareness of your own communication style
- ▶ Develop agility and flexibility to adapt your communication style for different contexts

## DAY TWO

### Successful change and strategic management

- ▶ Set achievable, manageable and measurable goals
- ▶ Effectively resolve address complex issues through negotiation and consultation
- ▶ Support and influence stakeholders through change
- ▶ Leadership styles that drive effective transformation and change

### Thrive in times of change

- ▶ Effectively managing change and uncertainty in the workplace
- ▶ Identify and monitoring 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 VPS leaders to advance your confidence and capabilities

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

