

# WOMEN IN EMERGENCY SERVICES, ENFORCEMENT & DEFENCE LEADERSHIP WORKSHOP

KEY STRATEGIES & SOLUTIONS FOR ENHANCING LEADERSHIP EFFECTIVENESS & CAREER ADVANCEMENT

28 - 29 JULY 2021  
ONLINE DELIVERY

## EXPLORE

- ▶ Understand your individual leadership style
- ▶ Develop confidence to lead authentically and effectively
- ▶ Recognise your leadership strengths, weaknesses and triggers
- ▶ Understand workplace bias and the strategies to successfully navigate it
- ▶ Manage conflict and execute difficult conversations with confidence
- ▶ Create a positive culture of engagement and success
- ▶ Enhance techniques, tools and channels to improve team drive and motivation
- ▶ Effective skills for self-promotion and accelerated career progression
- ▶ Write your personal leadership plan

## EXPERT FACILITATORS

### DAY ONE



**Michelle Dunscombe**  
Community Development  
Consultant & Community  
Emergency Plan Facilitator  
Jeder Institute

### DAY TWO



**Nikki Roche**  
Director  
BlueZenith Leadership  
& Coaching Solutions



## VIRTUAL EVENT

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## ABOUT THE EVENT

The Defence Force, Emergency Services and Enforcement agencies are the cornerstone of a functional society, ensuring the health, safety and wellbeing of the communities they serve. The high pressure and ever-changing nature of this work requires a unique blend of reactive and proactive leadership skills and an awareness of not only how to deal with a situation, but to ensure the safety and wellbeing of your team.

Leadership advancement requires an understanding of how to navigate this traditionally male dominated profession. By understanding how these organisations have established and the behavioural norms that represent them, leaders will become aware of the unconscious biases that often impact the decisions and choices made, that can help or hinder career advancement.

This two day workshop explores resilience, stress and confidence as weapons in the leadership arsenal, and will give you the ability to apply them to their own behaviours and work.

## YOUR FACILITATOR - DAY ONE

Michelle is an enthusiastic Community Development practitioner, facilitator and trainer with the Jeder Institute. She is passionate about strengthening regional and rural communities, developing community leadership capacity, building community resilience and supporting community members to take a lead role in emergency preparedness and recovery. Michelle blends both Participatory Leadership and Asset Based Community-Led Development principles in her Leadership and Community Development work both nationally and internationally.

Michelle is a Fairley Fellow ('13), a member of ABCD Asia Pacific Network and the International Association for Community Development (IACD). Michelle is currently chair of Rivers and Ranges Community Leadership and Firefoxes Australia with a wealth of experience working in the Bushfire affected communities since 2009 with Murrindindi Shire Council, the Victoria Bushfire Reconstruction and Recovery Authority and the Kinglake Ranges Foundation.



**Michelle Dunscombe**  
Community Development Consultant &  
Community Emergency Plan Facilitator  
**Jeder Institute**

## DAY ONE

### Cultivate resilience for leadership success

- ▶ Develop your individual leadership style
- ▶ Develop confidence to lead authentically and effectively
- ▶ Resilience as a leadership approach
- ▶ Focus on strengths

### Foster a constructive mindset

- ▶ Build a positive mindset for leadership
- ▶ Turn weaknesses into growth opportunities
- ▶ How to stay calm under pressure

### Manage and limit the effects of stress

- ▶ Identify your stress triggers
- ▶ Recognise your leadership strengths, weaknesses and triggers
- ▶ Find ways to cope with and avoid stress
- ▶ Recover from setbacks and adversity

### Internalise your leadership identity

- ▶ Self-empowerment to underpin career progression and risk-taking
- ▶ Develop authentic leadership voice
- ▶ Connect leadership and wellbeing

## 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 TWO

### Working in male-dominated professional fields

- ▶ Behavioural norms within these organisations
- ▶ Unconscious bias - How this affects decision making
- ▶ Recognise your own biases at play

### High-level communication skills for effective advancement

- ▶ Knowing and leveraging your communication style
- ▶ Develop and communicate confidence, poise and assertiveness
- ▶ Influence with integrity
- ▶ Manage conflict and execute difficult conversations with confidence

### Foster high performance in teams

- ▶ Diversity of thought and creating inclusive work environments
- ▶ Explore coaching approaches
- ▶ Assertive vs aggressive leadership approaches

### Strategic career progression

- ▶ Skills for self-promotion and accelerated career progression
- ▶ Transition strategies
- ▶ Recognise when conversations turn crucial
- ▶ Achieving improved leadership performance - your personal action plan

## WHO WILL ATTEND?

Women in operational through to senior management positions across the range of organisations involved in Emergency Services, Enforcement & Defence, including:

- ▶ Army, Navy & Air Force
- ▶ Department of Defence
- ▶ Fire Services
- ▶ State & Federal Policing
- ▶ Justice & Corrections
- ▶ Emergency Management
- ▶ Ambulance Services
- ▶ State Emergency Services
- ▶ Customs, Border Protection & Immigration
- ▶ Search & Rescue Operations
- ▶ Security
- ▶ Compliance & Enforcement
- ▶ Environmental Protection

## YOUR FACILITATOR - DAY TWO

Nikki is a dynamic, energetic and engaging facilitator and executive coach who has designed, managed and delivered successful, high impact leadership programs and coaching solutions across an array of audiences and businesses, both within Australia, and across the world, most recently in Saudi Arabia.

Nikki achieves high impact results by combining global corporate experience acquired through 4 years of employment as a Senior Leadership facilitator and executive coach with BAE Systems, over 20 years' service with the Australian Defence Force (ADF) in leadership and operations roles, and her exposure in elite sporting teams. She is passionate about enabling people and teams to unlock their potential and achieve beyond perceived limits.



**Nikki Roche**  
Director  
BlueZenith Leadership  
& Coaching Solutions

## WHAT OUR DELEGATES ARE SAYING



*“Fantastic initiation to leadership/management with some real practical tools to take back and implement in the workplace. Extremely motivating and thought-provoking. Has Given me an insight into how leadership/management skills influence the workplace ”*



## 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

