



EXECUTIVE EXCELLENCE

developing executives for
positive public impact

A program for executives who are looking to enhance their leadership ability and who are preparing to take a larger role within the public sector.



As a senior executive, you require the perspective, skills and personal style to get results that matter for South Australia.

The Executive Excellence program focusses on the understanding, experience and momentum needed to lead organisational functions, while balancing short-term and long-term strategic perspectives. It goes beyond traditional leadership skills to build advanced, adaptive and complex thinking skills to enable you to become a more agile and wiser leader.

You'll learn to:

- ▲ Balance tactical concerns with strategic possibilities to respond to and influence public impact.
- ▲ Be agile and resilient in balancing competing priorities, managing strategy, people, processes and systems across the organisation.
- ▲ Lead operations to deliver better outcomes for stakeholders and the community.
- ▲ Navigate effectively across boundaries to build strategic ties and gain new perspectives to take on a broader scope of responsibility.
- ▲ Establish lasting, supportive connections with peers across departments.
- ▲ Strengthen relationships with industry, NGOs and universities to bridge differences and build strategic ties.

WHO IS THE PROGRAM FOR?

The Executive Excellence program is a nine month program for executives like you who want to take action, move faster and create more innovative and relevant services and drive cultural change.

The program is designed for executives who:

- ▲ Have been at their current level for 12 months and have been identified by their chief executive as ready and capable to take on a more complex system leadership role within the next one to two years.
- ▲ Are respected by colleagues and have a track record of effectively delivering on complex matters.
- ▲ Have demonstrated ability to think and operate strategically and innovatively with a strong focus on delivering for South Australia.
- ▲ Are committed to developing themselves and others.
- ▲ Have a proven agility and success in dealing with multiple stakeholders, including Ministers.
- ▲ Are role models for the South Australian public sector values.

WHAT DOES THE PROGRAM INVOLVE?

You will be provided with a unique and exceptional experience, delivered through a mix of exposure, experience and education.



360 DEGREE ASSESSMENT

Discover yourself as a leader through a sophisticated 360 degree assessment. Explore your strengths and understand what derails you from being effective. Understand how you can be true to yourself and be your best self.



LEADER/COMMUNITY CONNECT

Get up close and personal with SA public sector chief executives, industry and community leaders. Gain insight into their leadership journey, how they lead their organisations to success and how they personally navigate challenges.



ORIENTATION

Kick-off the program with keynote speakers and special guests from within and outside the SA public sector. Find out more about the program and what the public sector looks like now and how it will help shape South Australia's future – where do you fit in?



GROUP COACHING SESSIONS

Contribute to an open and honest discussion with your coach and colleagues about your reflections, ideas and perspectives. Share how you are progressing with your learning and what impact the program is making on your behaviour as a leader.



FACE-TO-FACE WORKSHOPS

Be inspired by some of the most amazing, well-respected and experienced subject matter experts, with local and international exposure. They will work with you on contemporary leadership approaches, concepts and frameworks. Let them ignite your passion and bring out the best in you while they challenge your thinking.



NETWORKING

Stay connected by meeting new people from across the SA public sector. Build your executive network and enjoy different networking opportunities with peers and colleagues.



PROGRAM CLOSE

Let's celebrate! Reminisce on the program journey and reflect on your key learnings and takeaways. Celebrate new friendships and connections with a celebratory lunch and hear from senior public sector leaders.



JURISDICTIONAL VISIT

Immerse yourself in a real-life setting where you explore complex community challenges and government priorities, where you broaden your perspective and strengthen your understanding and community networks.



John Evangelista

Director, Traineeship and Apprenticeship Services
Department for Innovation and Skills

I found the program inspiring and motivating, and it taught me a great deal about myself and my working style. The program challenged my strategic leadership and critical thinking, and the sessions were a great mix of hands-on and strategic activities. It was an invaluable opportunity to connect with peers, and I am grateful for the experience. I feel privileged to have been part of this program.

WHAT WILL YOU GAIN FROM THE PROGRAM?

- ▲ A tightly connected alumni network – a group of like-minded people who will support you, push you, help you amplify your work and hold you accountable.
- ▲ Frameworks, perspectives and confidence to raise your hand and make your organisation better – and deliver for South Australia.
- ▲ Curated resources, videos, articles and books to help you in the future.
- ▲ A deeper understanding of the challenges and opportunities that South Australia faces.
- ▲ Connections with senior public sector leaders, industry and community leaders.
- ▲ Contribution to a contemporary policy issue or challenge.

THE INVESTMENT

\$11,500 (plus GST) per participant. This excludes costs associated with jurisdictional visit.

NOMINATIONS

Your agency chief executive needs to endorse your nomination. Please speak to your HR area or chief executive about participating.

[Nomination form - 2021 Executive Excellence program](#)

Nominations close on Friday 15 January 2021.

FACE TO FACE WORKSHOPS - MODULE TOPICS

LEADING SELF

Get ready for a journey of self-discovery as you revisit your 360 degree assessment profile, The Leadership Circle, and delve into conscious leadership. Explore setting development goals and intentions, perspective taking and mindful communication. Participate in a values development experience.

LEADING CHANGE AND COMPLEXITY

Adaptive leadership expands your problem-solving capacity for working in complex environments that's characterised by uncertainty, competing interests, values and factions. Explore the dynamics of exercising leadership on difficult and persistent problems. Go beyond looking at technical or management processes, to build an in-depth understanding about the nature of leadership during periods of change and the ways it is often avoided and resisted.

LEADING THE ENTERPRISE

Enhance your skills on how to lead executive teams successfully and how to deploy strategies across business units and deliver differentiated value for the benefit of your agency. Delve into how to communicate with impact and influence with stakeholders and be politically savvy at the same time. Understand how to rise to the challenges of a complex, ambiguous and changing operating environment.

LEADING STRATEGY AND PUBLIC VALUE

Build your capability to lead strategically and investigate the nature of public value creation in a complex and contested world. Discover how to scope and position strategy choices in uncertain, dynamic situations and how to target strategic interventions to efficiently deliver public value.

INDICATIVE PROGRAM SCHEDULE		
Event	Dates	Duration
360 degree assessment	Commences February 2021	N/A
Orientation	23 February 2021	1 Day
360 degree profile debrief	Commences March 2021	1.5 Hours
Leading self	25-26 March 2021	2 Days
Leading change and complexity, adaptive leadership intensive + site visit	Late April 2021	4 Days
CE connect	Commences May 2021	2-3 Hours
Leading the enterprise	8 June 2021	1 Day
One on one coaching	Commences July 2021	1 Hour
Leading strategy for public value creation	23 July 2021	1 Day
Jurisdictional visit	Mid-late August 2021	4 days
Group coaching #1	27 August 2021	3 Hours
Industry/Community connect	Commences September 2021	3-4 Hours
Program close and group coaching #2	15 October 2021	Half day

About the South Australian Leadership Academy

Great results for our State can only come from wise, agile leaders who work together with purpose.

That's why our public sector is intentionally and systemically investing in leadership development for public sector employees.

The South Australian Leadership Academy develops, connects and inspires public sector leaders to help South Australian citizens and businesses thrive. It is the centre of excellence for leadership in the South Australian public sector. It makes sure there is a pipeline of strong, wise leaders with the ability to lead a high-performing public sector that achieves results and delivers on the Government's priorities.

The South Australian Leadership Academy is an initiative of the Senior Management Council, delivered through the Office of the Commissioner for Public Sector Employment.

For further Information, please contact:

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Government of
South Australia