

**SOUTH AUSTRALIAN
LEADERSHIP ACADEMY**

Executive Excellence

Enhancing workforce performance
and potential.

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**Government
of South Australia**

Office of the Commissioner
for Public Sector Employment

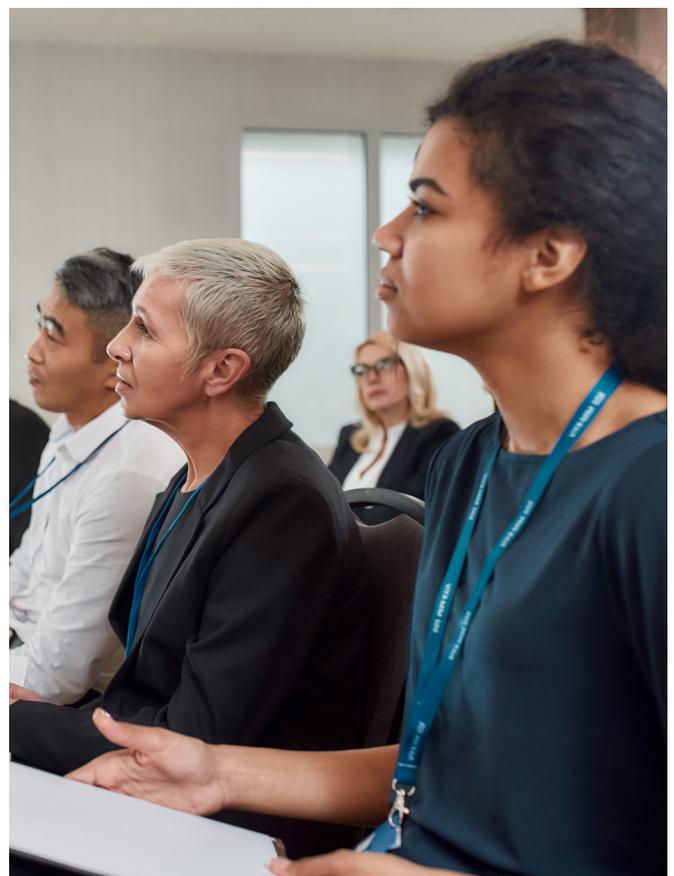
Enhance workforce performance and potential through transformative leadership.

Executive Excellence is a six-month program designed for executives to extend leadership impact, strengthen strategic influence and broaden community and industry perspectives.



Advance your capability to:

- enhance your self-awareness to be your best self as a leader
- work effectively with others and improve workplace culture
- implement a strategic approach to workforce diversity
- drive change through systems thinking and leadership
- apply a range of problem-solving techniques to SA public sector issues
- use adaptive leadership principles to lead operational and environmental challenges
- collaborate with a strong network of colleagues across the sector
- expand your strategic outlook to positively impact the public sector
- broaden perspectives and understanding of regional SA issues for businesses and the community
- communicate strategically and effectively to a broad range of audiences.



Experience a hybrid learning approach through workshops, webinars and self-paced pre and post session work.



Orientation

Gain a big picture view of SA public sector leadership, how to make the most of the program and network with colleagues.

In person: 4 hours



Leading self

PROFILE AND DEBRIEF

Complete the Leadership Circle 360 profile and engage in a debrief on the results. Establish your personal development plan to gain a deeper understanding of your relationships and clarity on your focus areas moving forward.

**Virtual or in person:
1.5 hours**

WEBINAR

Develop a deeper understanding of the Leadership Circle dimensions and its link to successful leadership.

Virtual: 2 hours

WORKSHOP

Explore sense-making, mindfulness, behaviour and assumptions, and their impact on strong leadership in the workplace.

In person: full day

1:1 COACHING SESSIONS

Shape your journey with a personal executive coach, supporting the successful integration of program learnings and action forward. Communicate your development with your manager and incorporate their ideas and experience.

**Virtual or in person
1.5 hours + 1 hour**



Leading others

VALUES, LEADERSHIP PRINCIPLES AND ETHICAL BOUNDARIES

Virtual: 3 hours

Use personal purpose, values and ethical boundaries to build trust, influence, and guide behaviour.

ACCELERATING STRATEGY, CULTURE AND ENGAGEMENT

Virtual: 2 hours

In person: full day

Explore your understanding of power, courage and authenticity as a leader, and how to apply the mindset for bravery and courage. Influence others, have courageous conversations and employ political savvy to enable high performing teams and inclusive, respectful cultures.

PRESENTING WITH IMPACT

In person: full day

Engage and influence through confident and creative communication. Learn strategic messaging and tips for handling media.



Leading the organisation in a VUCA environment

LEADING AND FACILITATING SYSTEMS CHANGE

Virtual: 3 hours

Apply frameworks, tools and capabilities to systems change leadership and facilitation.

LEADING STRATEGY AND PUBLIC VALUE CREATION

In person: full day

Explore leading strategically through complexity, developing robust strategies for making high-leverage strategic choices and leading through others.

MANAGING PUBLIC SECTOR WORKPLACE DIVERSITY

Virtual: 2 hours

Identify the dimensions and action required to strategically manage workplace diversity.

USING ADAPTIVE LEADERSHIP IN THE FACE OF ADVERSITY

Virtual: 3 hours

Explore the mindset and capabilities needed to confidently adapt leadership for the unpredictable, ambiguous and rapidly changing modern operating environment.

PROGRAM DETAILS



PANEL EVENT

Gain insight and practical workplace knowledge on key leadership topics in the industry from a panel of subject matter experts.

Virtual: 1.5 hours

INDUSTRY AND COMMUNITY CONNECT TALKS

Hear from industry and community experts as we explore business challenges and leadership in varied contexts.

Virtual: 1.5 hours x 2



Additional experiences

CE CONNECT

Gain practical insight and knowledge from round table discussions with CEs about their leadership journey.

Virtual: 1.5 hours

JURISDICTIONAL VISIT TO REGIONAL SA*

Visit an area of regional SA with your colleagues to learn about business and community issues, leadership and how the public sector can support. This is a retreat environment promoting strong collaboration, sharing and networking.

In person: 3 days

**Separate cost for this part of the program, contact the SALA team for details.*



Program close

Identify and celebrate program achievements and commit to your action plan.

In person: 4 hours

Expert international, national and local leaders and facilitators will support your development.



KERRIE ASHCROFT

Director, Ashcroft Consulting

Kerrie has a strong strategic mindset and is passionate about developing leaders. She is a skilled facilitator, Certified Edge Coach and accredited deliverer of the Leadership Circle profile, specialising in the areas of organisational learning and leadership development.



DR DANA BORN

Lecturer in Public Policy,
Harvard Kennedy Business School, NY

Dr Born focuses on change and risk management. She is an expert on organisational behaviour, ethics and character-based leadership development. Her work centres on human and social capacity, performance, strategic alignment and decision making.



DR NICK FLEMING

Founding Director, Innergise

Nick guides government and private sector clients in resolving policy, strategy and project challenges in highly complex multi-stakeholder environments. Drawing on 30 years of international experience, he leads executive development on complex public policy problems, systems thinking and executive level leadership.



DAVID GRIGGS

Principal and founder,
Speakers Studio
Lecturer, Carnegie Mellon University

David works with leaders, CEOs and other professionals transforming them into persuasive and inspiring speakers. As a former NIDA actor, he combines his own experience in the theatre and operating a successful family company to help business people access their inner performer.

PROGRAM DETAILS



MICHAEL HOGAN

Adjunct Professor,
Queensland University of Technology

Michael is experienced in public purpose and has worked across a wide range of areas of public policy, social services, community engagement and citizen and consumer advocacy. He has held senior positions in the Queensland and New South Wales government, across child safety, disability, youth and women, and communities.



ANNA RANALDO

Director, Collective Courage

Anna has a background in psychology and consulting, specialising in elevating leadership and courageous work with teams. She has worked internationally and locally as a leader, consultant, and change agent, supporting a range of clients to navigate culture change and the adaptation required to lead in a hybrid world.



ROBIN RYDE

Lecturer

Robin is an independent consultant and former CEO of the UK National School of Government. He is the Head of Leadership with the Oxford Group and author of 5 business publications. He works with leaders and leadership teams across a range of private and public sector clients internationally.



DR VICTOR SOJO

Senior Lecturer,
University of Melbourne

Dr Sojo works with organisations to develop evidence-based policies and practices. His research focusses on workplace equality and his leadership development has been widely published.



DR JOHN WOOD

Managing Director & Founder,
Leadership Solutions Global

John is a psychologist by training and has a PhD in Management researching the qualities of successful CEOs as seen by self and others. He has vast consulting experience, served on several boards, worked as a director of a large consulting firm and as an HR practitioner in manufacturing and finance.

SOUTH AUSTRALIAN LEADERSHIP ACADEMY

Develop. Connect. Inspire.

Great results for our state can only come from skilled, agile leaders who work together to inspire optimism, creativity and growth. That is why our public sector is committed to investing in leadership development for public sector employees.

The South Australian Leadership Academy is a centre of excellence, developing and connecting public sector leaders who support South Australian citizens and businesses to thrive. Focused on establishing a strong pipeline of high-performing leaders, it equips participants with current, expert tools and knowledge that can be practically applied in agencies to help take action and implement the government's priorities effectively.

The South Australian Leadership Academy is delivered through the Office of the Commissioner for Public Sector Employment and is endorsed by the Chief Executive Council.



Office of the Commissioner for Public Sector Employment

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