



THE NEXT EXECS

Emerging Executives Program

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A 12 month program for managers who are ready to broaden their leadership impact and strategic influence at the executive level.



Levelling up to an executive role brings new challenges such as greater uncertainty, solving multi-dimensional problems and dealing with interconnected systems.

Through this program emerging executives will learn to:

- ▶ bridge the gap between senior leadership and the frontline
- ▶ collaborate to streamline decision-making, foster buy-in and neutralise team and organisational silos
- ▶ take wise action to solve complicated problems in complex, rapidly changing environments
- ▶ build and maintain resiliency amid day-to-day issues and leadership challenges
- ▶ recognise and foster the right leadership qualities in themselves and others
- ▶ sustain high performance while dealing with new responsibilities and operating contexts
- ▶ build strong, collaborative relationships to achieve professional and personal goals
- ▶ lead effectively through situations involving conflict.

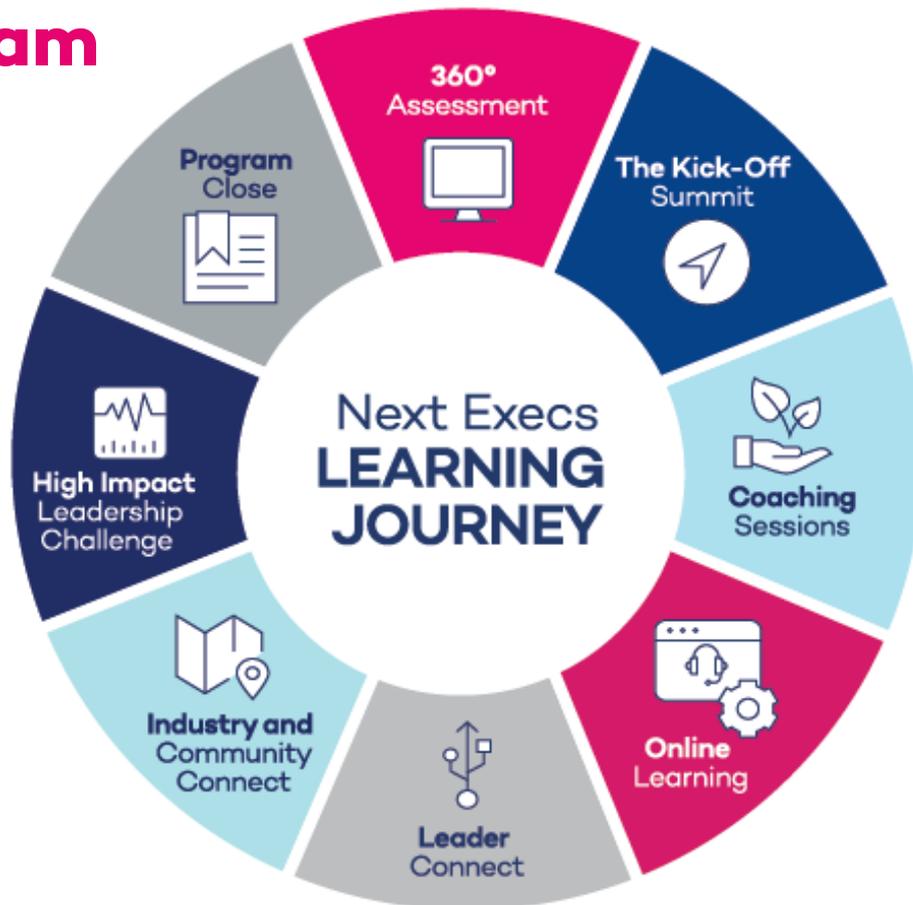
WHO IS THE PROGRAM FOR?

The Next Execs program is a 12-month for managers at the pre-executive level who want to unlock the great leader within. They are keen to connect with frameworks, mindsets and people who will sharpen their strategic thinking. They learn quickly and they're not afraid to think and act differently. They want to deliver vibrant and energetic work to help South Australia thrive.

This program is for managers who have been identified as ready and capable to broaden their leadership impact and strategic influence across the system. Suitable managers:

- ▶ have at least 12 months people management experience and are ready to make a successful transition from leading a team to leading managers
- ▶ are effective, reliable leaders
- ▶ learn and adapt quickly
- ▶ are engaged, committed and motivated to deliver for the people of South Australia
- ▶ seek to embrace diversity and diversify their experience
- ▶ are role models of the South Australian Public Sector Values.

Program



360° DEGREE ASSESSMENT

Discover your strengths as a leader through The Leadership Circle assessment tool and explore areas to build upon to enhance your leadership effectiveness, confidence and performance.



KICK-OFF SUMMIT

Connect and network with peers and colleagues virtually! Hear from key note speakers and special guest(s).



COACHING SESSIONS

Establish your developmental goals with your coach in three coaching sessions (including an in-depth debrief) and discover your path to success.



WORKSHOPS

Be inspired by your facilitators through a set of interactive, skills focussed workshops where you will be provided with contemporary theories, framework and practical tools.



LEADER CONNECT SESSION

Open your mind to hearing new perspectives from senior Public Sector executives. Hear and reflect on the challenges they face and ways they work to collaborate with stakeholders across the system.



INDUSTRY AND COMMUNITY CONNECT

Visit some of South Australia's top businesses, industry leaders and community hubs. Be inspired by their success stories, challenges and their personal journey.



HIGH IMPACT LEADERSHIP CHALLENGE

Get energised! These high impact leadership challenges will stretch you and will put into practise some of the key concepts you have learnt.



PROGRAM CLOSE

Be recognised and celebrate your achievement for successfully completing your program.

Schedule 2020 - 2021

Learning Event	Cohort 1	Cohort 2
Welcome Video	Wed 8 July 2020	
360 Profile Self-Assessment	2 - 21 July 2020	
The Kick-Off Summit	Wed 22 July 2020	
360 Profile Debrief	Commences Mon 3 Aug 2020	
Primed to Learn, Primed to Lead (3.2 hour session - online workshop)	Wed 26 Aug 2020	Thu 27 Aug 2020
Workshop: Leading Self (3.5 hour per session - online workshops)	Tue 8 Sep 2020 Wed 9 Sep 2020 Tue 15 Sep 2020 Wed 16 Sep 2020	Thu 17 Sep 2020 Fri 18 Sep 2020 Thu 24 Sep 2020 Fri 25 Sep 2020
Triad Coaching	Commences Tue 8 Sep 2020	
Leading Managers (3.5 hours per session - online workshops)	Tue 3 Nov 2020 Wed 4 Nov 2020 Wed 11 Nov 2020	Thu 12 Nov 2020 Fri 13 Nov 2020 Thu 19 Nov 2020
Leader Connect*	Commences 1 Feb 2021	
The Speakers Edge** (Half-day workshop - face-to-face)	Tue 2 Feb 2021	Wed 3 Feb 2021
Persuasion and Influence Masterclass** (Half-day workshop - face-to-face)	Tue 2 Feb 2021	Wed 3 Feb 2021
One-on-one Coaching Session**	Commences 1 Mar 2021	
Leading Public Problem Solving** (2 day workshop - face-to-face)	Mon 15 Mar 2021 Tue 16 Mar 2021	Thu 18 Mar 2021 Fri 19 Mar 2021
Industry and Community Connect**	Commences 26-30 Apr 2021	
Leadership Bootcamp** (1 day workshop - face-to-face)	Wed 2 Jun 2021	
Program Close** (Half-day workshop - face-to-face)	Thu 24 Jun 2021	

*Variable according to Deputy Chief Executives and other participating executive leaders' availability

**Delivery style will be reviewed later this year depending on COVID-19 restrictions

Module Topics

Core Modules

PRIMED TO LEARN, PRIMED TO LEAD

You will examine many facets of executive capability with two highly experienced leadership gurus. You will be given a range of lenses through which you can learn and reflect on your current role and explore the context in which you lead. You will be challenged to work at a strategic level and within a collaborative environment.

LEADING SELF

Get ready to be taken into a journey of self-discovery as you delve into different dimensions of your 360 degree assessment profile (The Leadership Circle) and begin to explore concepts of immunity to change, adaptive leadership, coaching others, and enhancing awareness and relevance to performance.

LEADING MANAGERS

As future public sector executives, you will explore the challenges and opportunities involved in managing other managers and how you contribute to your agency's leadership and the South Australian public sector – how to build trust, increase team effectiveness and drive a culture of public value and high performance.

LEADING PUBLIC PROBLEM SOLVING

Be exposed to key features of strategy, systems thinking, design thinking and innovation into a single, coherent problem-solving approach. Investigate the range of public problem types, which will help you apply your skills to better problem solve and deliver impactful services or policy.

LEADERSHIP BOOTCAMP

Get your heart pumping and have fun! You will be working in teams and undertake a range of tasks in a high-pressure, time-critical environment – like how executives often operate. You will utilise what you have learnt around design thinking, systems thinking, effective presentations, collective leadership and resilience.

Optional Modules

THE SPEAKERS EDGE

Explore the crucial elements of speaking with confidence. You will explore key speaking skills – how to be compelling and authentic, as well as understanding the power of storytelling

PERSUASION AND INFLUENCE MASTERCLASS

What is the art of persuasion and influence? Find out how to influence thinking and behaviour, draw on the creativity and innovation of people, get buy-in to value adding ideas and plan and lead major change initiatives.

Testimonials

Nominations

Your agency Chief Executive needs to endorse your nomination. Please speak to your HR area or Chief Executive about participating.

Investment

\$8,500 plus GST per participant.
Investment includes:

- > Comprehensive learning materials and program aids
- > 360 °degree assessment tool (The Leadership Circle) with a personalised report and a debrief session
- > Additional two coaching sessions
- > Certificate of completion

Enquiries

Please direct any enquiries to the Next Execs project team on:



(08) 8204 2277

OCPSENextExecs@sa.gov.au



Jodie Gregg-Smith

Department for
Environment and Water

South Australian Leadership Academy....you got it right with the Next Execs Program.

I have participated in many other programs that would be considered comparable, and indeed complementary. The point of difference for this program is that it was tailored for the public sector, government and the very context we operate within. We were able to engage and learn from each other and experts with like minds, similar challenges and professional contexts, actual situations....it was **real learning**.

This program has created a safe space, now and going forward.



Tanya DiLorenzo

Department for
Education

Next Execs has provided me with the best PD experience in my 15 year career – that is a given. It's engaged me, stretched my thinking and challenged me. My goal is to lead a happy, engaged, high performing team that adds value to the public sector – and that gets results...the best part of this whole program is the invaluable networks and relationships I've had the opportunity to create with amazing leaders.

Workshop Facilitators



David Griggs

Facilitator, The Speakers Studio

David is a successful speaker, speaking coach and business pitch consultant with a difference. He works with leaders, CEOs and other professionals to transform them into persuasive and inspiring speakers.



George Lee Sye

Founder and Content Guru at 9 Skills Factory

George is a widely recognised expert in the area of business execution, growth and a master in the art of influence and persuasion. He has a tremendous depth and breadth of experience in Lean Six Sigma, Counter Terrorism Operative, Entrepreneur and Business Investor, to name a few.



Nick Fleming

Director, Innergise Pty Ltd

Dr Nick Fleming has consulted across water, natural resources, infrastructure, energy, mining and defence sectors, to name a few. His passion lies in fuelling progress, performance and prosperity by helping people to conceive, design and execute smarter strategies, programs and projects.



Steven Nayda

Executive Director Zed Management Consulting

Steven has a unique ability to engage clients from all backgrounds at all levels. Steven has extensive background in working in the South Australian Public Sector. He is very insightful, and he can draw on the collective wisdom of a group of leaders. He is a very passionate facilitator and he seeks a shared vision and pathway to success.

Workshop Facilitators



Kerrie Ashcroft

Director, K. Ashcroft Consulting

Kerrie specialises in the areas of organisational learning and leadership development. She is a skilled facilitator and a Certified Growth Edge Coach. She has a strong strategic mindset and is passionate about developing leaders.



Kath Milne

Facilitator and Leadership Coach

Kath is a Management Consultant and Executive Coach with extensive experience in leading major business operations; developing services and benefits for customers as an Executive in the financial services industry, information technology industry and in the not-for-profit sector, both internationally and in Australia.



Dr Margaret Byrne

Principal Consultant, UGM Consulting

Margaret has BA and MA from Oxford and postgraduate qualifications in adult learning from Bristol University. Clients value her ability to stimulate strategic thinking and change at all levels. She is a qualified and a highly experienced executive coach.



Dr Grant Robertson

Principal Consultant, UGM Consulting

Grant has a PhD in leadership and holds an MBA of Electronic Commerce and other qualifications in the field of social science and psychology. His capacity to solve problems from a multi-disciplinary perspective, drawn from his diverse business experience is a key strength that he brings to clients.

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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South Australian Leadership Academy

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**Government of
South Australia**