

**SOUTH AUSTRALIAN
LEADERSHIP ACADEMY**

Executive Excellence

Enhancing workforce performance
and potential.

GOVERNMENT



**Government
of South Australia**

Office of the Commissioner
for Public Sector Employment

Enhance workforce performance and potential through transformative leadership.

The Executive Excellence program is designed for experienced public sector executives to extend leadership impact, strengthen strategic influence and broaden community and industry perspectives.



Contemporary
leadership approaches



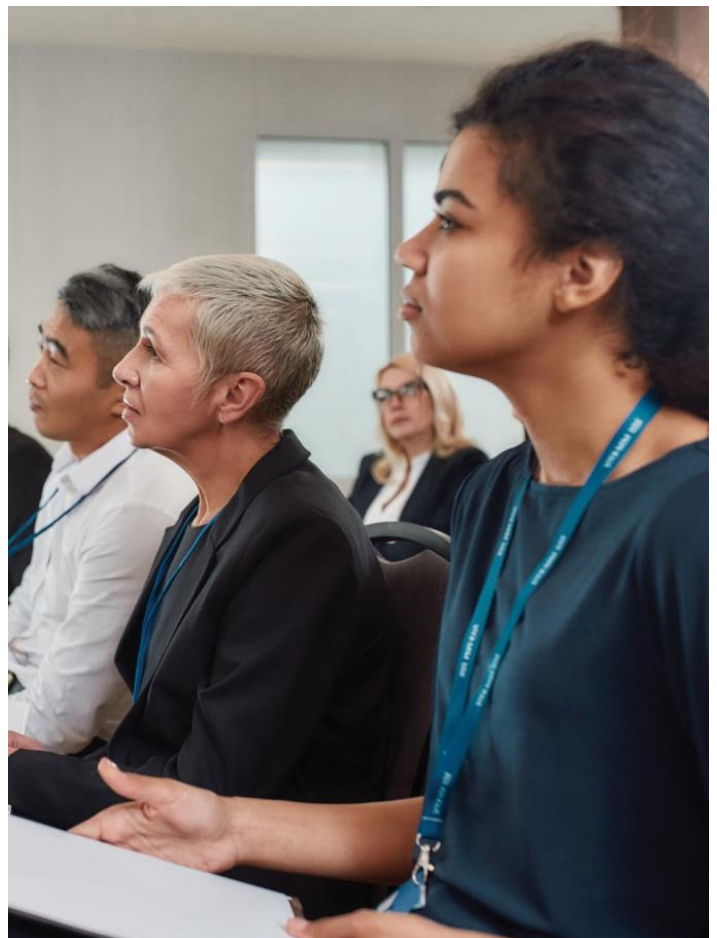
South Australian
public sector context



Networking
with peers

Advance your capability to:

- Enhance your self-awareness to maximise your impact as a leader
- Lead inclusive, psychologically safe and high-performing teams
- Strengthen your executive presence and communication across a range of audiences
- Build policy acumen and effectively navigate government decision-making
- Apply a range of problem-solving techniques to SA public sector issues
- Use adaptive leadership principles to lead operational and environmental challenges
- Exercise sound judgement in complex, ambiguous and rapidly changing contexts
- Collaborate with a strong network of colleagues across the sector
- Expand your strategic outlook to positively impact the public sector.



Program Structure

Timeframe	February to June 2027
Total Workshops	10 delivery days
Total Coaching Sessions	3.5hrs over three sessions
Total Pre-Work	Approx. 3.5 hours (15mins per workshop) + 30min Leadership Circle Briefing + 45-60mins to complete <i>The Leadership Circle</i> (self-assessment survey)

Leading Self

Leadership Circle Briefing

Kerrie Ashcroft (K. Ashcroft Consulting)

Online introduction to the Leadership Circle Profile, designed to help participants prepare for and maximise the value of their profile debrief and coaching sessions.

Online
Webinar

1:1 Executive Coaching

Coaching Team

Partner with an experienced coach to support integration of learning and reflection. Use coaching to align your development plan and Leadership Circle 360 profile with workplace outcomes and engage your manager to support sustainable change.

3 Sessions

Program Welcome

Steven Nayda (ISC Consulting)

Launch the program with a strategic overview, hear from a keynote speaker, and connect with your program cohort to gain insight into maximising your experience and supporting your personal growth throughout the program.

Morning
Session

Executive Mindset

Alison Lloyd-Wright & Kayla Johnson (The Good Trouble Group)

Executive leadership requires a different way of thinking from every level before it. This session will explore what distinguishes it – including thinking systemically rather than operationally, exercising sound judgement when there is no perfect answer, stewardship, navigating competing priorities, leading through ambiguity, and influencing beyond formal authority.

Full-day
Session

Leading Self continued

Leading from Within: Self-Mastery & Meaning-Making

Kerrie Ashcroft (K. Ashcroft Consulting) and Kath Milne (Kath Milne Consulting)

Deepen self-awareness by examining personal assumptions, and leadership mindset. Explore the dimensions of the Leadership Circle and how they contribute to effective leadership. Explore your own personal change challenges and learn practical tools to build your resilience/personal capacity and sense-making tools to enhance clarity and resilience.

Full-day
Session

Executive Presence

Suzanne Stark and Jillian Whiting (Media Potential)

Strengthen your ability to communicate confidently under pressure. Learn to manage media relations, deliver compelling messages, and present with impact in high-stakes settings. *Note: Each person will present a short 3-5 minute work-related presentation, pitch or speech. It can be something you've done, are planning to do, or a condensed version of a current presentation., providing an opportunity to apply and refine communication techniques in a supportive environment.*

Full-day
Session

Leading Others

Leading Others with Purpose

Anna Rinaldo (Collective Courage)

Understand the role of executive leadership in shaping inclusive, high-performing, and psychologically safe cultures. Build courage, political savvy and strategic influence through values-driven action and courageous conversations.

Full-day
Session

Psychosocial Leadership: Strategies in Job Design for Performance & Risk Mitigation

David Burroughs (APS)

A comprehensive exploration of executive leaders' obligations and responsibilities in meeting workplace health and safety legislative requirements, while also going beyond compliance to enhance performance and productivity through effective job design.

Full-day
Session

Leading the organisation

Policy Acumen

Dr Susan Close (McKinnon Institute, Monash University), Alison Lloyd-Wright & Kayla Johnson (The Good Trouble Group)

Enhance your policy acumen and political nous needed for executive leadership. Explore ministerial relationships, influencing decision-making, cabinet processes and the machinery of government. Strengthen your capability in taking good policy from problem to decision to implementation, through policy design, stakeholder engagement and more while navigating complex political and public sector environments.

Full-day
Session

Leading Strategy and Public Sector Value Creation

Dr Nick Fleming (Innergise)

Develop strategic capability for leading through uncertainty. Learn how to create and deliver public value by setting clear priorities, engaging stakeholders, and driving whole-of-government outcomes.

Two-day
Session

Chief Executive Connect & Program Close

Steven Nayda (ISC Consulting)

Conclude the program with a relaxed roundtable discussion where Chief Executives share their leadership journeys, challenges, and insights — offering you the chance to engage in meaningful conversation and gain valuable perspective from their experience. Reflect on your own leadership growth, celebrate achievements, and plan for sustained impact beyond the program.

Half-day
Session

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A leadership program where you get to connect with peers across SA public sector and learn about yourself, your values and your leadership style, as well as how to have impact and think strategically about the challenges we face in SA.

DIRECTOR, DEPARTMENT FOR ENVIRONMENT AND WATER.

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Your Expert Facilitators

KERRIE ASHCROFT

Director & Executive Coach,
K. 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.

DAVID BURROUGHS

Founder & Principal
Psychologist, APS



David is a leading authority in workplace psychological health and safety, advising boards and executives nationally and internationally. As Founder of APS and Chief Mental Health Officer at Westpac, he delivers strategic, evidence-based solutions for psychosocial risk, executive wellbeing, and high-performing workplaces.

DR SUSAN CLOSE

CEO and Professor of Practice
of the McKinnon Institute for
Political Leadership at Monash University



A former South Australian Deputy Premier and Minister, Susan brings extensive experience across parliament, the public sector and academia. Her expertise spans climate, environment, education, industry and science, with deep insight into policy, strategy and decision-making in complex environments.

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.

ALISON LLOYDD-WRIGHT & KAYLA JOHNSON

Co-founders and Managing Directors, The Good Trouble Group

Alison is a seasoned public sector leader and former Deputy Chief Executive, with experience across diverse portfolios, including regions, skills, and justice. Kayla is also a former public sector executive who led statewide strategy, intergovernmental negotiations, and managed stakeholders across a range of portfolios including education, consumer affairs, and population. They're united by a genuine passion for South Australia and for helping public sector leaders deliver meaningful change through practical, applicable insights.



Your Expert Facilitators



KATH MILNE

Director & Executive Coach,
Kath Milne Consulting

Kath is a Master Certified Executive Coach and facilitator. Renowned for driving transformational change, Kath partners with executive cohorts to build leadership capability, foster culture change, and deliver measurable impact across diverse sectors, using evidence-based frameworks and deep inquiry.



STEVEN NAYDA

Director, ISC Consulting

Steven is a leading executive facilitator and management consultant with over 2,100 leadership workshops delivered to 28,000+ participants. Steven partners with executive cohorts to drive organisational transformation, strengthen leadership capability, and achieve lasting impact across the public, health, and professional services sectors.



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 a hybrid world.



SUZANNE STARK & JILLIAN WHITING

Directors, Media Potential

Suzanne is a qualified voice coach and corporate communication expert. Suzanne has expertise in crafting bid presentations, keynote speeches, and media appearances. Additionally, she is a crisis expert who safely guides clients through complicated and confronting media events. Jillian is a journalist, newsreader and television presenter. Together Suzanne and Jillian have over 40 years of experience in delivering media training in private and public sectors.

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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