



EXECUTIVE EXCELLENCE

Leading 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.



Senior Executives 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.

The program will support the development of participating executives 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 for executives who have a big appetite to make a difference. They want to take action. They want to move faster. They want to create more innovative and relevant services and drive cultural change that will lead to a more contemporary Public Sector that delivers public impact for South Australia.

This program is for executives and executive directors who:

- have been in 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 1-2 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?

Over an 11 month period, you will be provided with a unique and exceptional experience, delivered through a mix of 'exposure', 'experience' and 'education'. This includes:

- Five modules over 10 days (including an intensive workshop with Diana Renner, former Visiting Faculty member at the Harvard Kennedy School)
- Three symposia delivered by industry, academic and senior public sector leaders

“Leadership is an elusive concept, hard to describe and impossible to prescribe. It is more evident in its absence, so that when leadership is needed, its lack is sorely felt.”

SENATOR PATRICK DODSON



- A sophisticated 360° leadership assessment tool with personalised report
- Individual coaching sessions
- Small group dialogue with Chief Executives
- Connecting with an Industry Leader
- An interjurisdictional study tour to China to broaden perspectives, share ideas, and strengthen networks
- A site visit to explore a complex challenge
- Access to carefully curated subject experts from the public and private sectors.

WHAT TO EXPECT

The program commitments will stretch you – but we know that change agents don't want less, they want more. We want you to think big.

This program goes beyond content delivery – after all information is everywhere! Naturally, the program will provide you with techniques and tools, but its main focus is process and integration. It will help you head towards transforming perspectives, attitudes, expectations and styles.

The program will give you a safe space where you will develop the skills to better formulate strategies and help you to build a toolkit for the changes you want to make in your organisation and for South Australia.

To do this, expect an environment in which participants vigorously support each other. Expect coaches and facilitators to bring out the best in you. Expect to hear conflicting perspectives. Expect opportunities to apply strategic thinking to a variety of situations you might face in your work, now or beyond. Expect to be challenged, inspired and strengthened.

WHAT WILL PARTICIPANTS LEAVE WITH?

- 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 and industry leaders
- Contribution to a contemporary policy issue or challenge.

THE INVESTMENT

- \$11 500 (plus gst) per person, plus transport, accommodation costs and incidentals for the overseas visit (approximately \$4000 - \$5000).

NOMINATIONS

Your agency Chief Executive needs to endorse your nomination. Please speak to your HR area or Chief Executive about participating. Nominations forms are available at:

<http://publicsector.sa.gov.au/LeadershipAcademy>

Nominations close on Friday 31 May 2019.

Indicative Program Schedule

Event	Dates	Duration
Orientation and State of Play Symposium	14 Jun 2019	1 Day
Leading Self Workshop	10-11 Jul 2019	2 Days
Adaptive Leadership Intensive Workshop + Site Visit	12-16 Aug 2019	5 Days
Strategy for Public Impact	12 Sep 2019	1 Day
Interjurisdictional Visit - China	15-20 Oct 2019	6 Days
Executive Impact and Influence Workshop	12 Dec 2019	1 Day
Performance Investment Strategy Workshop	18 Feb 2020	1 Day
Diversity Dividend Symposium	17 Mar 2020	1 Day
Innovation Symposium	3 Apr 2020	1 Day
Program Close	8 May 2020	Half Day

The program also includes a 360° assessment and debrief, individual coaching and small group dialogue with Chief Executives. The above schedule is indicative only and the final dates will be provided on commencement.

publicsector.sa.gov.au/people/south-australian-leadership-academy

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:

Tammy Joachin, Project Director
South Australian Leadership Academy
E DTFOPSLeadership@sa.gov.au | T (08) 8204 2274

 **SOUTH AUSTRALIAN
LEADERSHIP ACADEMY**



**Government of
South Australia**