

# Leadership in Practice

## Overview:

Covering aspects of leading self & leading others the course incorporates - managing myself and my work approach; communicating with others; working with a team; managing conflict; challenging conversations; efficiently and effectively executing my job and achieving objectives; engaging, developing and managing individuals and my team.

## Key Outcomes:

Drawing on brain science-based research, participants will understand how to:

- \*Lead with a growth mindset
- \*Build & maintain high performing teams
- \*Develop self-awareness
- \*Identify & manage to individual strengths
- \*Successfully navigate feedback & give targeted recognition
- \*Coach the team
- \*Set intrinsically motivating goals
- \*Delegate with confidence
- \*Manage change resistance

- **Target Audience:** People Managers ANU6 to SM3
- **Duration:** approx. 4 weeks
- **Format:** Pre-work; 2 days + 1-day F2F workshops: workshop to workplace activities; peer learning groups
- **Facilitator:** Penny Nesbitt and Paul Donohue (Talent & Capability)
- **Program Size:** max 20 participants for F2F
- **Selection process:** Allocation to a cohort

## Program Structure + Indicative Content

Prework:	F2F Workshop 1 Week 1: 2 days	Workshop to Workplace (WTW) Weeks 2 to 6 (approx. 2 hours total)	F2F Workshop 2: Week 6 to 7: 1 day	Implementation and embedding Weeks 8 and ongoing
<ul style="list-style-type: none"> <li>• The Strengths Profile</li> <li>• Self-assessment of current leadership skill level</li> <li>• Targeted reading</li> </ul>	<ul style="list-style-type: none"> <li>• Technical, managerial and leadership skills</li> <li>• Growth mindset</li> <li>• Strengths based leadership</li> <li>• High Performing teams</li> <li>• Navigating conversations that count – from recognition to feedback</li> <li>• Understanding and managing change resistance</li> </ul>	<ul style="list-style-type: none"> <li>• Peer networking groups</li> <li>• Targeted application activities/projects</li> <li>• Additional resources e.g., articles, TED talks etc</li> </ul>	<ul style="list-style-type: none"> <li>• Follow up on WTW</li> <li>• Unconscious Bias</li> <li>• Coaching &amp; adapting my style</li> <li>• Managing performance &amp; setting goals</li> <li>• Successful delegation</li> </ul>	<ul style="list-style-type: none"> <li>• Pax provided with 70:20:10 suggestions from their nominator/manager</li> <li>• Peer networking</li> <li>• Alumni sessions will commence late 2024/25</li> </ul>

