

# ANU Leading for the Future Program

The Leading for the Future program (LFP) is designed to provide targeted leadership development opportunities for emerging or mid-career academic and professional staff. The program will be delivered by an external provider and harness our internal expertise in key areas such as psychology, innovation and indigenous knowledge to create a tailored program for ANU and by ANU. The outline below represents the year long journey.

## Engaging participants

### Kick-off – 21 July 2021

Facilitator: ANU (DVC SUE; COO) + External Provider  
Focus: Setting our Leadership Strategy  
Duration: 1 day  
Location: ANU

## Leading self and others

### Module 1

Facilitator: ANU + External Provider  
Focus: Individual Leadership Development  
Duration: 4 days (2 day intensive, 1 day, 2 x ½ day)  
Location: ANU or CBR off-site

## Leading the institution and community

### Module 2

Facilitator: ANU + External Provider  
Focus: Leadership in Higher Education  
Duration: 4 days (3 x 1 day, 2 x ½ day)  
Location: ANU or CBR off-site

## Building and sharing a new leadership legacy

### Module 3

Facilitator: ANU + External Provider  
Setting Leadership Legacy  
Duration: 3 days (2 x 1 Day, 3 x Masterclass)  
Location: ANU or CBR off-site

July 2021

August – October 2021

November – March 2022

April – June 2022

### *Session topics:*

- Call to action
- Readiness for change
- The ANU Strategic Plan – 2025
- Service Performance Framework
- Setting direction, alignment and commitment for our journey

### *Post-session: get ready and engage*

- Complete pre-work – HBDI participant assessment
- Coaching conversation with external provider

### *Module outcome:*

- Get ready and engage
- Authorisation to lead differently
- Increased direction, alignment and commitment

### *Session topics:*

- Personal leadership strengths and areas for development
- Understanding & adjusting leadership style
- Setting & realising vision, direction & goals
- Leading across levels, silos, cultures, backgrounds & interests

### *Post-session: supporting individual development*

- Create individual development plans
- Follow-up coaching
- Peer-to-peer coaching
- Cohort check-in and prep for next session

### *Module outcome:*

- Deep-dive look at leadership
- Plan for individual development
- Support for development

### *Session topics:*

- Executing the ANU Strategic Plan
- Leading in complex academic institutions
- Stewarding external relationships & governance
- Management of financial and human resources
- Analysis of the evolving higher education environment

### *Post-session: action development projects*

- Identify strategic action development projects
- Continued individual coaching
- Continued peer-to-peer coaching
- Strategic project coaching
- Cohort check-in

### *Module outcome:*

- Understanding best-practice of leaders in higher education
- Mobilising strategic action development projects

### *Session topics:*

- Our impact on ANU & beyond
  - Action development project presentations
  - Passing the torch to the next cohort
- Post-session: measure impact & sustain*
- Impact analysis (post-program 360)
  - Cascade learning & continue journey

### *Module outcome:*

- Building strategic links to government
- Sharing and celebrating individual and team development



# Indicative Program Dates

Module	Date	Delivery Mode
<b>Kick-Off (1 Day)</b>	21 July 2021	1 Day (9am – 4pm)
<b>Module 1 (4 Days)</b>	August 4-5 2021	2 Day Intensive Block (9am – 5pm)
	August 24 2021	1 Day (9am – 5pm)
	September 15 2021	½ Day (9am-1pm)
	October 12 2021	½ Day (9am-1pm)
<b>Module 2 (4 Days)</b>	November 1 2021	1 Day (9am – 5pm)
	November 29 2021	1 Day (9am – 5pm)
	December 7 2021	½ Day (9am-1pm)
	February 4 2022	½ Day (9am-1pm)
	March 1 2022	1 Day (9am – 5pm)
<b>Module 3 (2 Days, 3 Masterclasses)</b>	April 4 2022	1 Day (9am – 5pm)
	May 3 2022	Masterclass with Guest Speakers (9-11am)
	May 10 2022	Masterclass with Guest Speakers (9-11am)
	May 17 2022	Masterclass with Guest Speakers (9-11am)
	June 15 2022	1 Day (participant project unveiling)
<b>Coaching</b>		Participants will participate in three coaching sessions throughout duration of program. This will include the administration and debrief of the HBDI Assessment.

