



Leading Learning Linking

# EMERGING LEADERS PROGRAM PROSPECTUS 2019

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**COMMENCING**

THURSDAY 23 MAY 2019

**REGISTRATIONS OPEN**

TUESDAY 29 JANUARY 2019

**REGISTRATIONS CLOSE**

FRIDAY 12 APRIL 2019

(unless all places sold prior)



University of  
South Australia

Strategic  
Partnerships



### LOCAL GOVERNMENT PROFESSIONALS AUSTRALIA, SA

Local Government Professionals Australia, SA is a not-for-profit member based association representing professionals working in local government in South Australia. We have the ability to link and connect people from different councils who may not otherwise form relationships or share with each other. Our high quality professional development programs and networking events are uniquely local government – reflective of the culture of the sector and sensitive to the needs of its professionals. The content of our events and programs are informed by our members and people who genuinely care about the sector. We provide a safe and supportive environment in which to grow and learn while creating opportunities to make time away from the office to work on the business or on self. We award and acknowledge achievements of excellence.

### UNIVERSITY OF SOUTH AUSTRALIA

The University of South Australia (UniSA) was established in January 1991, as a result of a merger of the South Australian Institute of Technology (including the Elton Mayo School of Management) and the South Australian College of Advanced Education. It can trace its history through parent institutions as far back as 1865.

With more than 33,000 students and 55,000 alumni from the Business School, UniSA is South Australia's largest University, ranked in the top 3% of world Universities by the two most recognised measures (Times Higher Education World Rankings and QS World University Rankings). UniSA is designed for the future, embracing change and is positioned as a university that is helping to build tomorrow's world. Our teaching and research focus is innovative, collaborative, enterprising and flexible. We continue to be international, industry focused, student centred, service oriented and multidisciplinary.

The University is well known for developing and delivering practical and contemporary business management programs. Managed through the Strategic Partnerships unit, the Business School has built a strong reputation for the quality of its industry-based graduate programs and for collaborating with organisations and industry bodies in program development.

## PROGRAM DELIVERERS

### THE STRATEGIC PARTNERSHIP UNIT

Strategic Partnerships operates on a national and international basis, delivering programs in regional, metropolitan and city locations. The scope of experience includes University award and non-award public and tailored programs and short courses, to meet the learning outcomes of partner organisations, Government bodies and Industry Associations.

A cross section of organisations we have partnered with to deliver programs include; ac.care, Airbus Group, Australian Army (Senior Officers), ASC Pty Ltd (CEO and Executive), Australasian Mutuals Institute (AMI)/Instil, Asian Development Bank, Bendigo/Kangan Institute of TAFE (CEO and Executive), Benson Radiology, Beijing Government, Canberra Institute of Technology, CenITex, Codan Ltd, Defence Signals Directorate, Electrolux, Federal Government (various departments), Futuris Automotive Interiors (Aus), Flinders Hospital, Hirotec Australia, HomeStart Finance, Inghams Enterprises, Local Government (a broad selection), Orora Glass Australasia, PNG Government, Royal Australian Air Force (Senior Officers), SA Government, SA Power Networks, South Australia Police, South Australian Metropolitan Fire Service, Seeley International, Tasmanian Government, Treasury Wine Estates and Uniting Communities.

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**“CAPABILITY IS AN ALL-ROUND HUMAN QUALITY, AN INTEGRATION OF KNOWLEDGE, SKILLS, PERSONAL QUALITIES AND UNDERSTANDING USED APPROPRIATELY AND EFFECTIVELY – NOT JUST IN FAMILIAR AND HIGHLY FOCUSED SPECIALIST CONTEXT BUT IN RESPONSE TO NEW AND CHANGING CIRCUMSTANCES”**

John Stephenson, Mantz Yorke – 1998







## PROGRAM OVERVIEW

The Emerging Leaders Program (ELP) aims to provide participants with the following:

- ∴ A greater level of comprehension and understanding of local government
- ∴ Increased understanding of leadership concepts and practices, and how to integrate these learnings into the workplace
- ∴ Increased confidence
- ∴ Enhanced self-awareness
- ∴ An appreciation of, and an ability to work with, different personality types
- ∴ The opportunity to challenge their assumptions

The dates for ELP Sessions during 2019 are indicated on the following page.

Detailed information about each component follows.

## PRE-PROGRAM

The program incorporates online completion of the Team Management Systems (TMS) profiling tool by participants. Based on responses to the profile questionnaire, the personal Team Management Profile (TMP) provides constructive, work-based information outlining an individual's work preferences and the strengths that an individual brings to a team.

The completion of the tool transitions the participants into the first directed module of the program, focused on personal change.

The TMP is a psychometric tool that has been used in personal and team development for over three decades. The TMP consists of 60 questions that explore how an individual at work prefers to:

- ∴ relate with others
- ∴ gather and use information
- ∴ make decisions
- ∴ organise themselves and others.

Participants will be asked to complete the questionnaire 2–4 weeks before the start of the program.

The TMP is simple to complete online. It takes around half an hour. Assuming participants complete the questionnaire on time, a report of around 5,000 words will be provided at a debriefing of the instrument (Module 1, day 2).

## PROGRAM METHODOLOGY

Founded on the knowledge that adults learn most effectively by doing, the ELP is highly interactive and action-learning focused. The program will mix theory, action through activities and reflection/application to develop leadership capability.

Participants are strongly encouraged to relate their own experiences, resulting in lively, stimulating discussions that reflect a diverse range of perspectives.

## PROJECT, ASSIGNMENTS AND WORKLOAD

The program includes one individual self-reflective assignment at the beginning of the program.

In addition, it includes a group project. Project groups and the project theme will be announced during Module 1. The project consists of both a written component and a presentation, providing emerging leaders with an opportunity to be showcased to, and network with, senior local government leaders.

Significant work outside of the listed program hours, both of an individual and group nature, is expected.

## COACHES

Research has found that managerial support and intervention can improve the transfer of skills learned in training to the workplace.

Therefore, we recommend all participants select a coach, generally their direct line manager, to support them throughout the program.

If you would prefer to access an external coach we have a leadership coaching panel that you can access, and we can help match you with a best fit coach. Any queries around this can be directed to LG Professionals, SA.













**DR RUCHI SINHA**  
PhD (MICHIGAN)

Ruchi is Senior Lecturer in the School of Management and has a Master's Degree and a PhD in Industrial/Organizational Psychology from Michigan State University. Before entering academia, Ruchi worked as an HR consultant and delivered training programs on psychometric selection tools, team-building, negotiation and leadership skills. Ruchi joins us from the Indian School of Business (Hyderabad) where she was an Assistant Professor of Organizational Behaviour and taught MBA level courses on Negotiation Skills and Leadership Development.

Ruchi's work has been published in top-tier journals and has been presented at several top conferences in the field. Her current research interests include Employee Voice, Team Conflicts at Work, and Power/Status Hierarchies in Teams. In her research, Ruchi examines how the social-network of interpersonal relationships within a team influences critical work outcomes such as the level of voice, conflicts, information sharing and power/status struggles.

Ruchi is an active member of the Academy of Management, Society for Industrial and Organizational Psychology, Australian Human Resources Institute and the International Academy of Conflict Management. Ruchi has been a recipient of a Society for Human Resource Management Foundation Grant as well as the UNISA 2016 Research Themes Investment Scheme funding.



**DEBRA SARRE**

As Founder and Principal Consultant of SarreODL (Organisational Development and Learning), Debra has led a successful consulting business for 18 years. As a trusted advisor she has partnered with business leaders, across all sectors and states, to achieve successful development outcomes for individual leaders, their teams and their organisations. Her reputation as an engaging and effective facilitator and coach has been built through her ability to quickly establish positive connections, translate contemporary research, practices and knowledge into deeply engaging learning and development experiences.

With a Bachelor of Psychology and 20 years corporate experience Debra brings current knowledge and practices from the fields of Organisational Psychology and contemporary leadership and management. She draws on a range of evidence-based tools and techniques to facilitate new ways of thinking, behaving and engaging for leaders and teams. Debra is particularly passionate about helping leaders to fully understand their impact during times of change and complexity in order that they can work to become more effective.

A key focus of Debra's work is with organisations to re-think performance and development processes through a focus on the moment-to-moment, real-time conversations that leaders engage in every day. Each client engagement is tailored to their needs and context ensuring alignment with business purpose.



**DR LINDSAY RYAN**

Dr Lindsay Ryan is an organisation development consultant. He specialises in a range of different areas:

**Sustainable Change Programs:** utilising an appreciative inquiry approach to facilitate change by drawing on elements that are successful and familiar to reassure people and sustain change while minimising resistance and scepticism toward change initiatives by involving people in the process and having them actively contribute to creating the needed change.

**Evaluating the Impact of Change and Development Initiatives:** using quantitative and qualitative research to develop evidence-based case study examples of the application and impact of change initiatives using the Success Case Method.

**Capability Analysis:** undertaking research to identify the capability gap between current and required performance levels and assembling a development strategy to address the gaps. This methodology identifies opportunities for change and improvement, prioritises change initiatives and focuses on what is realistically achievable for each organisation using available resources.

**Leadership Capability Development:** undertaking research and analysis of leadership capabilities for different categories of leaders (such as Executive, Senior, Middle, Team and Individual Leaders) in different types of industries and developing a leadership capabilities framework with 6-8 key capabilities and the behaviours needed to develop and sustain those leadership capabilities.

Lindsay has worked extensively in both private and public sectors and the rigor of his work is underpinned using academic research, comprehensive quantitative and qualitative data analysis and evidence-based decision-making.

Lindsay's experience has been across a variety of organisations and industries, including Seeley International, Department of Industry Science and Innovation, Environment Protection Authority South Australia, Department for Education & Child Development, University of South Australia, Regional Development Australia - Adelaide Metropolitan, Health First Network, South Australia Police, SA Power Networks, as well as such industries as retail, transport, residential building and professional services.



**ARTICULATION PATHWAYS**

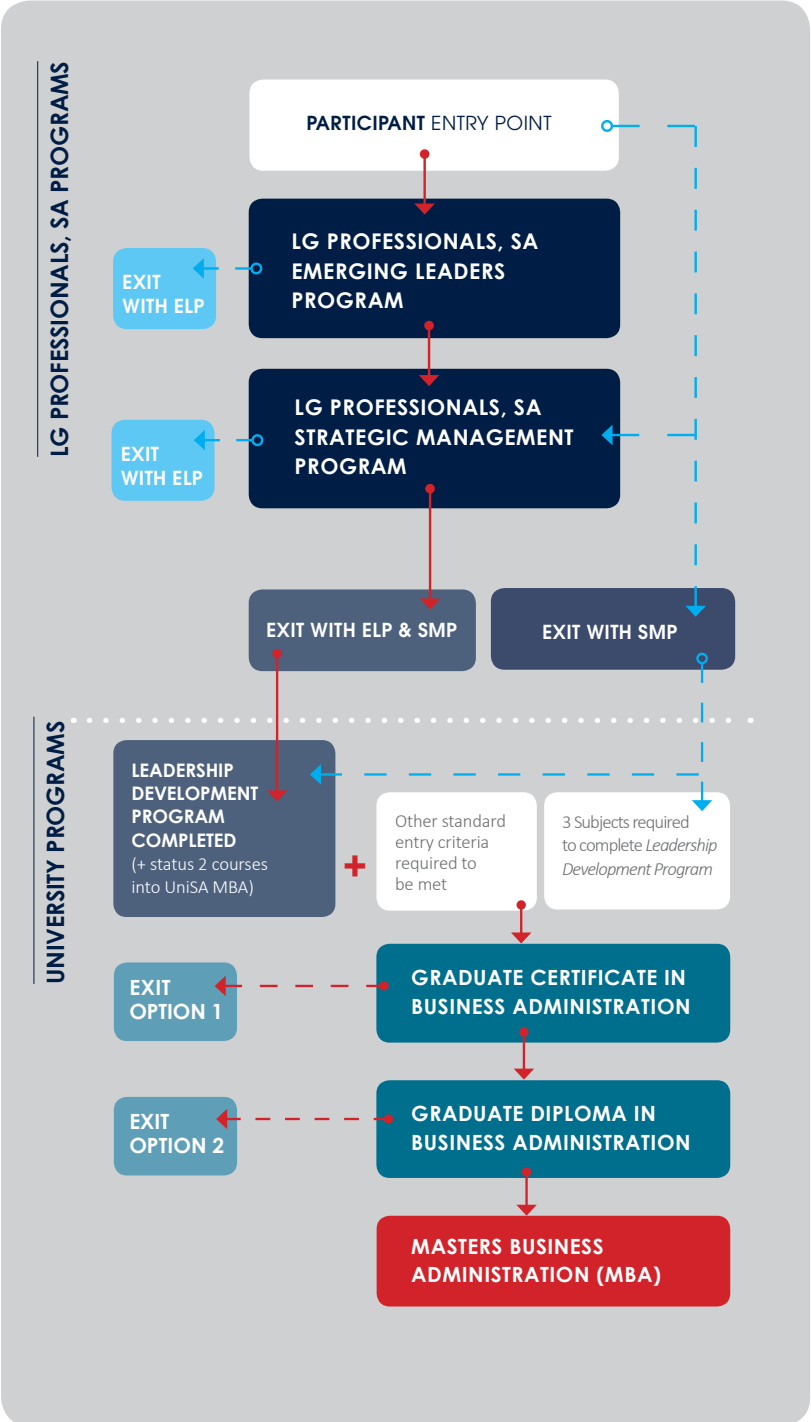
Participants who have successfully completed both the Emerging Leaders Program\* (ELP) and Strategic Management Program (SMP), formerly know as PLP, will receive status of completion of the Leadership Development Program (LDP) and status of 2 subjects should they undertake the UniSA MBA\*\*.

Participants who successfully complete just the SMP will be eligible to receive the Leadership Development Program (LDP) status upon the completion of 3 additional subjects.

Participants who receive the LDP will be eligible to enter the UniSA MBA pathway \*\*subject to meeting standard entry criteria. It is recommended this be discussed with the University to obtain their recommendations and assistance.

*\*Relates to post-2012 completion of the ELP. Participants who completed the ELP prior to 2012 will be required to undertake an additional 2 day module and assignment at a discounted fee.*

*\*\*Includes completion of the PLP prior to 2019*





## INVESTMENT

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<b>Program Fee - Rural Council:</b>	\$3850.00 <i>(Excludes GST)</i>
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<b>Program Fee - Medium Council:</b>	\$4,400.00 <i>(Excludes GST)</i>
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<b>Program Fee - Large Council:</b>	\$4,950.00 <i>(Excludes GST)</i>
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## NOTES TO FEES

### Payment Terms

Payment can be made via EFT, credit card, PayPal or cheque. An invoice will be issued upon registration.

To request an invoice dated 1 July 2019 please e-mail [finance@lgprofessionalsa.org.au](mailto:finance@lgprofessionalsa.org.au).

### Cancellation Policy

Cancellations received prior to 4 April 2019 will incur no penalty.

Cancellations received between 4 April 2019 and 25 April 2019 will be subject to a 50% cancellation fee, representing costs charged by the service provider for confirmed numbers. After 25 April 2019, cancellations will incur a 100% cancellation fee. Substitutions are a welcome alternative and in this instance no fees will be charged. All requests for cancellations or substitutions MUST be made in writing to the CEO and will be honoured only if they have been confirmed in writing by the CEO.

## COMPULSORY PROGRAM EXPECTATIONS

Upon registration an invoice will be automatically generated. Payment can be made via EFT, credit card, PayPal or cheque.

- ✓ All participants AND their direct managers MUST attend the joint session on Day 1, 4–5pm.
- ✓ Attendance at the dinner on Day 1 is compulsory, except with prior permission from the CEO, LG Professionals, SA.
- ✓ No more than two program days can be missed. LG Professionals, SA staff must be directly advised of any non-attendance on or before the event except in emergencies when advice can be provided after the fact.
- ✓ All participants must be financial LG Professionals, SA members for the duration of the program.
- ✓ A code of conduct will be enforced.

## REGISTRATIONS

*Registrations open 9am Tuesday 29 January and close 5pm Friday 12 April 2019 unless all places sold prior.*

To participate in the 2019 Emerging Leaders Program please register at: [www.lgprofessionalsa.org.au](http://www.lgprofessionalsa.org.au) and sign the 'Acceptance Form'.

## CONTACT DETAILS

**Local Government Professionals Australia, SA**  
www.lgprofessionalssa.org.au  
5 Hauteville Terrace EASTWOOD SA 5063

### **Kate Staples**

Manager Professional Development and Networks  
kate@lgprofessionalssa.org.au  
(08) 8291 7996

### **Tahlia Willey**

Network and Program Officer  
connect@lgprofessionalssa.org.au  
(08) 8291 7994

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## Developed by the sector, for the sector

All proceeds from our programs are directly reinvested to further develop the local government sector through continued support of professional networks, events and learning and development initiatives for local government professionals.



## REGISTER NOW!

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