



Leading Learning Linking

EXECUTIVE LEADERS PROGRAM PROSPECTUS 2019

THE PROGRAM FOR
ACCOMPLISHED
LOCAL GOVERNMENT
EXECUTIVES SEEKING
TO EXPAND THEIR
THINKING AND
LEADERSHIP IMPACT

COMMENCING 26 AUGUST 2019



ABOUT US

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.

We are proud to be part of a national Federation of state-based Local Government Professionals Australia organisations, supported by a national office dedicated to supporting the National Local Government sector.

With a complex and continuously evolving sector, it is now more than ever essential that local government is prepared for the future. New services, new skills, local and global impacts and the ever-changing digital landscape have fundamentally changed expectations of both the nature of and delivery of services.

Our leaders need to be at the heart of transformational change in what is an increasingly volatile, uncertain, complex and oftentimes ambiguous landscape. They need to be skilled in and committed to innovative and commercial thinking, have a strong commitment to partnering, capacity to respond to change and possess high levels of political acumen.

As the president of Local Government Professionals Australia, SA I am very pleased to present the Executive Leadership Program to you. This program is for local government executives seeking to expand their minds to new ways of thinking, delivering and managing as well as amplifying their leadership impact

It has been developed to:

- Enhance complex and adaptive thinking capabilities
- Increase capabilities to generate solutions to complex adaptive problems
- Challenge assumptions and perspectives
- Equip executive leaders to navigate rapidly changing and evolving environments.

I highly recommend this innovative program to you. By equipping local government professionals with skills for the future, we can ensure the best outcomes for both our organisations and our communities.

We look forward to welcoming you to the 2019 program, which has a high calibre of speakers and facilitators (both national and international) presenting and sharing in a highly interactive and safe learning environment.

Nigel Morris
President
LG Professionals, SA

INTRODUCTION

Gone are the days of incremental improvement and change.

Executive Leaders today are at the heart of adapting to and leading transformational change in an increasingly volatile, uncertain, complex and ambiguous landscape. Success is driven by the capability to continually rethink and reshape while continuing day to day operations – managing up, managing down and managing across. Leadership in the local government sector comes with its own unique set of evolving challenges for Executives. New services, new skills and new technologies have fundamentally changed expectations of the delivery of public services. With the ever-growing question of ‘what role will local government play in the future?’, we are pleased to present a program with international presenters that will transform and inspire your thinking with regard to the question ‘What role will you play in the future of local government?’.

PROGRAM AIMS

Expanding leadership thinking to navigate and build the future.

This Executive Leadership Program spans 3 months and is spread over 2 intensive 3-day blocks, equating to just 6 days out of the office.

The program has been developed to:

- ∴ Enhance complex and adaptive thinking capabilities of senior leaders and executives in the local government sector to best navigate the future
- ∴ Increase capabilities to generate solutions to complex adaptive problems in an agile way
- ∴ Challenge assumptions and perspectives
- ∴ Equip executive leaders to navigate rapidly changing and evolving environments.

PROGRAM ELIGIBILITY

A key element of this program’s effectiveness is the contribution made by participants in a peer learning environment. This program is for accomplished Executives (Chief Executive Officers, Directors and General Managers) in both regional and metropolitan councils who are seeking to expand their thinking and leadership impact.

COACHES

If you would like to access an Executive Coach to help embed learnings from the program, LG Professionals, SA has a leadership coaching panel and matching service that you can access at an additional cost. Any queries around this can be directed to LG Professionals, SA.

This program is designed for maximum impact with minimal time commitment for busy executives

IMMERSIVE EXPERIENCE

The intensive blocks in this program take participants away from the busy day to day environment. Each intensive module in this program will be practical, informal and participative, providing a rich and stimulating learning experience. Participants will experience fresh, innovative thinking underpinned by evidence-based theory.

PRE-INTENSIVE WORK AND APPLIED LEARNING

All pre-work in this program is designed to be realistic and achievable through a mix of formats and is aimed at maximising face-to-face time. Ideas and concepts introduced in the modules will be linked directly to the workplace through application tasks.

CHECK-IN AND REFLECTION SESSIONS

Reflection has been built into the start and end of each day of the intensives and will offer a supportive structure for participants to reflect on progress, share experiences, provide a forum for robust discussion and create invaluable connections across the cohort and ultimately the sector.

SANDBIT SESSIONS

Sandpit sessions throughout the program will provide participants with an opportunity to gain different industry perspectives, hearing from various leading thinkers inside and outside of government. These sessions are designed to raise some heat and challenge perspectives and assumptions, while enhancing the connection between program concepts and real-world application.

SAFE SPACE

Participants will connect closely with a network of peers in a safe to fail learning space away from daily pressures and expectations, assumptions and judgements.

LEADERSHIP CHALLENGE AND PEER THINKING

Bring a real-world complex problem with you to the program to share with your peers, leveraging powerful peer-thinking and alternate perspectives.

Pre-program		Intensive 1 - Rural Residential			Mid-program			Intensive 2 - City			Post-program	
Pre-work Identify Leadership Challenge Online welcome	26 August	27 August	28 August	Application tasks Online check-in	23 October	24 October	25 October	Peer networking Leaders Alumni and Networks	23 October	24 October	25 October	Ongoing
	Foundations	Self and Change	Diagnosing the System									
	Explore new leadership capabilities and the mindset you need to be more effective in a fast-changing world Be introduced to a more effective way to understand and work with complex challenges Explore what leadership means in the context of local government Develop awareness of emotional responses and the effect on decision-making.	Develop a more nuanced view of change and how loss is linked to resistance Explore common reactions to change and how these can be effectively managed Better understand why personal change is so difficult and uncover hidden assumptions that could be holding you back using the Immunity to Change process	Identify, explore and build on what works Develop a deep understanding of stakeholders and how they connect with the issues, what motivates them and how you can work together Explore the pitfalls to avoid when feeling stressed, overwhelmed and confused Tools to help manage energy		Introduction to key ideas from Not Knowing and Not Doing Exposure to common reactions to unpredictability and uncertainty and how these can be managed Practice the key capabilities for making progress on complex adaptive challenges Focus on observation, listening and questioning skills Framework to de-couple Leadership and Authority	Understand the concept of work avoidance and how to recognise it Explore tools and techniques to make progress on complex challenges Learn how to design and implement 'safe to fail' experiments to aid progress on complex situations Tangible actions to take and experiments to run to make progress on your leadership challenge	Enhance self-awareness around own sources of power and how to effectively leverage personal power to mobilise people and exercise leadership Reflect on journey across two intensives and discuss how to continue to integrate learning and insights into own role		Sandpit session (speaker TBA)	Sandpit session (speaker TBA)	Closing Dinner	Andrew Stevens/ Diana Renner
	Sandpit session (speaker TBA) Networking drinks and dinner	Sandpit session (speaker TBA) Networking drinks and dinner	Reintegration		Sandpit session (speaker TBA)	Sandpit session (speaker TBA)			Sandpit session (speaker TBA)	Sandpit session (speaker TBA)		Andrew Stevens/ Diana Renner
August	Andrew Stevens/ Barry Bales	Andrew Stevens/ Barry Bales	Andrew Stevens/ Barry Bales		Andrew Stevens/ Diana Renner	Andrew Stevens/ Diana Renner			Andrew Stevens/ Diana Renner	Andrew Stevens/ Diana Renner		Andrew Stevens/ Diana Renner
	August				October				October			



ANDREW STEVENS

Andrew is co-director and co-founder of the Uncharted Leadership Institute.

He is passionate about the role that management and leadership development plays in making organisations, communities and even societies more productive, more human and more successful.

Andrew spent the last seven years as Director of the Executive Education Unit at the University of Adelaide, where he led a wide variety of Leadership and Management programs for approximately 1,200 participants per year from a diverse range of private, listed, government and not for profit organisations in Australia and overseas.

Andrew is currently lead design and facilitator on the Transformative Leadership Program, an adaptive leadership program designed and delivered in conjunction with the Lyndon B Johnson School of Public Affairs at the University of Texas. He designs and delivers programs in Australia and USA on managing in complexity, mindfulness, VUCA, adaptive leadership, leadership effectiveness and change.



DIANA RENNER

Diana is co-director and co-founder of the Uncharted Leadership Institute.

Diana weaves together a range of disciplines including Adaptive Leadership, Complexity Theory, Adult Development and Process Oriented Psychology to help people become better leaders and make a positive impact in the world around them. She is particularly interested in 'sand box leadership' – creating experiential learning opportunities where people can play, experiment and reflect, develop self-awareness, adaptability and more comfort with ambiguity and uncertainty.

Diana has delivered customised leadership development programs across the sectors both in Australia and overseas. She has taught on a variety of leadership programs, including as a faculty member with Harvard University Kennedy School of Government for 'The Art & Practice of Leadership Development'; Social Leadership Australia's adaptive leadership programs, and Leadership Victoria's 'Adaptive Leadership Masterclasses with Marty Linsky'.

Diana is co-author of the award winning 'Not Knowing: the art of turning uncertainty into opportunity' and 'Not Doing: The art of effortless action' with Steven D'Souza.



DR BARRY BALES

Barry is a Senior Associate with the Uncharted Leadership Institute.

Until starting his own consultancy in April 2018, Barry was the Assistant Dean for Professional Development at the Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin. He also held a faculty position as Clinical Professor of Public Policy Practice in the School's Executive Master in Public Leadership Program.

As Assistant Dean, Barry directed the Office of Professional Development, which is responsible for organising and delivering seminars and educational programs for over 2,500 people each year, including management/executive development programs for leaders of public, private, and not-for-profit organisations. He also served as the Director of the Governor's Executive Development Program, an intensive three-week leadership course for top-level managers in Texas state agencies and universities.

Barry is a frequent seminar/conference speaker in the areas of leadership, systems thinking, strategic planning, and executive development, and has taught, consulted with, and coached leaders and executives in 15 US states and 9 foreign countries. He has a Ph.D. in Adult and Human Resource Development Leadership from the University of Texas at Austin.

REGISTRATION

This program is open for registrations from Executives (Chief Executive Officers, Directors and General Managers) in both regional and metropolitan councils. For queries regarding eligibility please contact Kate Staples on **8291 7996** or email kate@lgprofessionalssa.org.au

Registrations can be made online at www.lgprofessionalssa.org.au
Register early as places are limited.

INVESTMENT

Program Fee	Member	Non-Member	Inclusions
Small Council	\$5,900 +GST = \$6,490	\$6,556 +GST = \$7,211	∴ Full program delivery and support ∴ Morning tea, lunch and afternoon tea for all program days
Medium Council	\$6,400 +GST = \$7,040	\$7,111 +GST = \$7,822	∴ 2 nights accommodation, breakfasts and dinners for <i>Intensive 1</i> ∴ Closing dinner for <i>Intensive 2</i>
Large Council	\$6,900 +GST = \$7,590	\$7,667 +GST = \$8,433	

Note:

For this program, LG Professionals, SA offers tiered pricing according to the following classifications in order to ensure training is accessible to all councils.

LARGE

This classification applies to councils:
∴ with resident populations of 70,000+
or
∴ which employ more than 500 FTEs

MEDIUM

This classification applies to councils:
∴ with resident populations of between 10,000 and 69,999
and
∴ which are within 70 kms of the Adelaide CBD

SMALL

This classification applies to councils:
∴ with resident populations of under 10,000
or
∴ which are more than 70 kms from the Adelaide CBD

Consult our website or call us to check on your council's classification.

Membership

In addition to the 10% discount on this program, members receive the following benefits:

Member Pricing

Member Discounts at various event types as follows:
∴ Conferences and Short Programs – 20%
∴ Leadership Programs – 10%
∴ Network Forums – 30-100%

Other Benefits

∴ Receive first priority pre-registration for programs and events known to sell out
∴ No fee for International Mentoring Program
∴ Can apply for exclusive scholarship opportunities nationally and overseas
∴ Can nominate for Board and Network Committee positions – thus shaping the future of the Association and the sector (further information about our networks can be found on our website)
∴ Receive a discount on Qantas Club membership

To Join

Visit www.lgprofessionalssa.org.au/join

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

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.

