LEADERSHIP
VICTORIA

Overview
2019 Open Enrolment Programs
## PROGRAM FINDER

### WHO'S THE PROGRAM SUITED TO

<table>
<thead>
<tr>
<th>Program</th>
<th>C-Suite Executive</th>
<th>Mid - Senior Management</th>
<th>Team Leaders / Coordinators</th>
<th>Emerging</th>
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### PROGRAM DATES

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Please note that all information in this brochure including dates and pricing is correct as at November 2018 and is subject to change. Please refer to our website for latest updates.
EXECUTIVE LEADERSHIP COACHING

Our one-on-one coaching modules facilitate transformation and accelerate development for individual needs, and more widely, organisational needs.

Our Executive Leadership Coaching is a tailored coaching practice that is aligned to organisational goals and role performance, designed to develop an employee with their career progression.

Our practice is based on one of three coaching modules:

Emerging
Executive
Premium Executive

Emerging
Our Emerging module is designed for people new to leadership roles, aspiring leaders and those who are viewed as high-potential emerging leaders. Working to enable emerging leaders to navigate the new encountered challenges of leading self and others.

Executive
The Executive module for mid-senior managers is designed for experienced leaders to maximise their capacity to lead self, collaborate, broaden their worldview and achieve results through others.

Premium
Our Premium module specifically for C-suite leaders and preparation for C-suite leadership, offers a sounding board and trusted advise channel to top-tier management. Coaching supports the coachee to lead organisations through complex and uncertain conditions.

Visit our website for more information or call 03 9651 6590.
FOLIO

Folio is an intense learning experience that will challenge the intellectually curious and delight open-minded explorers who want to move into a portfolio career as the next step after significant professional success.

Folio, our senior flagship program, is an intensive seven-month program for senior leaders with well-established careers seeking to take the next step to broaden their portfolio of leadership skills and leverage their contribution and legacy in their organisational role and beyond. The program offers a deep dive into social, economic and environmental issues to consider leadership in a context bigger than role, leadership development days to broaden our own self-awareness and networking events to enhance opportunities.

This experiential program based on the Williamson format includes an opening and closing residential retreat, a series of monthly workshops and seminars, two evening sessions and a formal program graduation to the LV Alumni. Drawing on the experience of our expert facilitator, a range of dynamic guest speakers and a diverse group of peers in the room, you will explore: leadership; vision, influence and ethics; community leadership; collaboration; and networks.

A key learning component is undertaking a collaborative project focusing on real-world community issues. This collaborative group project will be for the life of the program and beyond, providing the opportunity to develop and apply collaboration, community leadership and communication skills.

Participatory program planning is a unique element of Folio - participants will work directly with Leadership Victoria to design and implement several program experiences that are important and relevant to the program group.

Folio provides the ultimate networking opportunity with participants drawn from senior roles across the government, corporate and community sectors; enabling participants to connect and converse with other leaders from different perspectives and backgrounds to solve complex problems; and consider how they can continue to leverage their leadership skills for positive impact beyond their professional career.

Latest updates here.

WHO SHOULD ATTEND
Executives and Senior leaders in well-established careers from all spheres of business, non-profit and government who:

- Are seeking to broaden their horizons through a unique personal and professional development approach
- Are intellectually curious and open-minded explorers who want to be challenged and learn from new experiences
- Are change agents who want to make an impact, and leave a lasting legacy, in their organisation
- Have a genuine interest in civic engagement and the desire to be proactive

SELECTION
Selection by application & interview: Applications open November 2018 and close 6 March 2019

DURATION
7 month program:

- 11 full program days (including the retreats)
- 3 overnight experiences (4 nights overall) including the opening and closing retreats and an overnight regional field trip
- 4 separate evening events
- Presentation Dinner

2019 DATES
Various between the opening retreat 16 May and the presentation dinner 20 Nov 2019

LOCATION
Various locations

INCLUSIONS

- Accommodation for opening and closing retreats
- Accommodation and transport from Melbourne CBD for regional field trip
- Harthills Leadership Development Profiling and debrief
- Presentation Dinner and graduation

2019 INVESTMENT

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<td><strong>Organisational Fees</strong></td>
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Optional coaching, debrief and mentoring package available
Entering its 31st year, the Williamson Program offers one of Australia’s most sought-after leadership development experiences.

Effective leaders mobilise and empower others to want to get extraordinary things done in their organisations and in the community. True leadership is about the practices future leaders use to transform value into actions, visions into realities, obstacles into innovations, separateness into solidarity and risk into reward.

Williamson provides a unique year of leadership-focused activities that are designed to develop and connect emerging leaders across sectors and generations. The program covers a selection of critical issues facing today’s leaders, brought to life by seminars from renowned leaders, field trips, case studies and other activities that culminate in an end-of-year retreat.

At the conclusion of the program, participants graduate at our annual Presentation Dinner and join our extensive network of Alumni.

The Williamson Intensive, introduced in 2017, is designed to improve personal progression through coaching and mentoring. Each participant will be matched with a coach and a mentor, providing opportunity to personally explore Williamson and their leadership. It further leverages leadership learnings, providing individual support to integrate learnings into the workplace, and augmenting core program content.

Latest updates here.

WHO SHOULD ATTEND
Leaders who are among the best and brightest in their organisations. Williamson participants typically are high achievers who have approximately 10 years of experience in the workforce. To further enrich the learning each year, group participants span a range of fields, age groups, sectors and backgrounds. Entry for Williamson is highly competitive and all participants are selected on merit.

SELECTION
Selection by application & interview.
2020 Williamson applications anticipated to open May 2019

DURATION
10 month program
- Two full days per month
- Four evenings including an opening and closing residential
- Two overnight program experiences

2019 DATES
TBC for 2020

LOCATION
Various locations

INCLUSIONS
- Pre reading and program materials
- Canberra and a Regional-Rural experience
- Residential accommodation for opening and closing retreats
- Program days fully catered
- Harthills Leadership Development Profiling and debrief
- Graduation dinner
- An LV Journal, a prescribed text book (Your Leadership edge by Ed O’Malley and Amanda Cebula) and other materials including an online portal

INVESTMENT
As a guide, 2019 fees comprised:

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2020 investment to be advised
LEADING ON BOARDS

Leveraging your specialist professional skills and experience as an NFP board member is not only personally rewarding and a development opportunity, it can make a significant impact towards an NFP organisation. But it’s your role as a leader which will set you apart as a board member: how you take up your board role, the dynamics around the board table, how decisions are made, aligning with vision, mission and values.

Drawing on the experience of our expert facilitators, a range of dynamic guest speakers and a diverse group of peers in the room, you will examine:

- The motivation of board members and the connection to vision and mission
- The technical responsibilities of NFP board members; legal compliance, financial oversight, risk management
- The roles of board members in setting the strategic direction
- Board processes and governance
- The leadership component of an NFP board role, including: developing strategy, developing relationships, communication, decision making and ethics
- Finding the right board role
- Barriers and challenges to fulfilling a board role

Participants will also undertake an Individual Skills Assessment to identify the strengths they bring to a board role and areas for development.

WHO SHOULD ATTEND

- Recently appointed board members
- Board members who have not previously undertaken formal board role development
- Those considering or aspiring to a board role
- Executives and managers seeking to understand the roles and responsibilities of board members

SELECTION

Enrol online (subject to availability)

DURATION

2 full days

2019 DATES

Friday 01 March and Saturday 02 March 2019

LOCATION

JJ Clark Room
Level 1, Old Treasury Building
20 Spring Street Melbourne

INCLUSIONS

- Pre-reading and program materials
- Fully catered
- Certificate on graduation

2019 INVESTMENT

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Also available as tailored in-house program: quote provided on request

Latest updates here.
WOMEN'S LEADERSHIP PROGRAM

We know organisations that attract and develop women leaders draw on a deeper and more diverse pool of executive talent. More than ever before in this complex and rapidly changing environment, women leaders need to be developed and empowered to achieve their potential. During a three-day residential intensive, inspirational female leaders as guest contributors will share their leadership experiences, their personal and professional stories and empower participants to reach their full leadership potential.

Using the three components of self-awareness, empowerment and activation, the program will focus on aiding participants to recognise their strengths, build an ongoing support network of peers from a range of industries and sectors, and develop the skills and confidence to achieve their leadership potential through a gender lens.

Join this intimate group of women leaders for three days of powerful self-reflection, leadership development and peer networking.

Latest updates here.

WHO SHOULD ATTEND
C-Suite Executives, Board Directors, Senior Managers and emerging leaders with identified high potential will find this program ideal for developing experienced managers who are showing characteristics of the next generation of leaders, or who are in roles that require them to go beyond traditional management competencies to achieve organisational objectives.

SELECTION
Enrol online (subject to availability)

DURATION
3 full consecutive days

2019 DATES
19, 20, 21 June 2019
Evening 06 Aug 2019
Early-bird registrations close: 8 April 2019
Standard & NFP registrations close 6pm on 22 May 2019 unless booked out

LOCATION
Off-site residential at Chateau Yering, Yarra Valley

INCLUSIONS
- 3-day residential
- VIA Character Strengths profiling tool
- Pre-reading and program materials
- LV Journal
- Graduation certificate and presentation at program conclusion

2019 INVESTMENT

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Optional extra – Executive Leadership Coaching packages available

Also available as tailored in-house program: quote provided on request
DEVELOPING SELF, LEADING OTHERS

Developing Self, Leading Others provides those in leadership or supervisory roles with deep insight into their current leadership style. They will plan how to increase their effectiveness in leading their team to remain agile, flexible, progressive and relevant throughout 2019 and beyond.

Key focus areas include:
- Leading from a position of Strength
- Goal setting and overcoming our Immunity to Change
- Energising and mobilising others
- Leader as Coach (in which a core coaching methodology is explored and practiced)
- Having courageous conversations - the role of intervening skillfully

Through this highly-effective three-day program, participants will:
- use the Life Styles Inventory (LSI) I (self) & II (colleagues) assessment to review and consider feedback from others on their personal leadership style, behaviour and effectiveness with their own perception
- improve their ability to more effectively communicate with and motivate others, building high performing teams
- have the time to focus on self-awareness and action to close the gap between 'ideal' and 'actual' behaviour
- explore internal barriers to change and how to alter thinking to overcome blocks and move forward
- be challenged by diverse world views, new ideas and different ways of thinking

Turn these insights from others, together with program learnings, into a personal development plan to enhance leadership capability – for personal and professional growth.

WHO SHOULD ATTEND
This program is for those in leadership roles with direct reports, including: high-performing team leaders, managers and supervisors leading teams; Directors, CEOs, Board members

SELECTION
Enrol online (Subject to availability)

DURATION
3 full days over 3 weeks plus 60 minute 1:1 debrief session

2019 DATES & DURATION
Mon 6 May, Wed 5 June, Wed 25 June 2019
Additional 60 minute one-on-one debrief by accredited coach
Early-bird registrations close 25 March 2018

LOCATION
JJ Clark Room
Level 1, Old Treasury Building
20 Spring Street Melbourne

INCLUSIONS
- Pre reading and program materials
- LV Journal
- Life Styles Inventory I & II assessment and Gallup Strengths Finder profiling tool
- Additional 60 minute one-on-one debrief with accredited LSI coach for further interpretation of LSI feedback and assessment, and to consider impact on setting personal development goals
- Graduation certificate and presentation at program conclusion
- Fully catered

2019 INVESTMENT

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Optional extra – Executive Leadership Coaching packages available

Also available as tailored in-house program: quote provided on request
LeaderEvolution is designed to help you find your leadership edge and lead in an adaptive way. Leadership is a practice, not a position. It's about mobilising others towards achieving important outcomes, continuing to do what's working well for you and your organisation, discarding what's holding you back, and evolving your leadership in ways that enable you to lead more effectively in all conditions, including change and uncertainty.

This 3-day leadership intensive provides a framework to underpin and develop a new approach to leading with and without authority.

Comprising interactive workshops, leaders’ stories from the field, facilitated activities and discussion and work-based exercises, participants will practice and apply the LV leadership framework to real-life leadership challenges to:

- Discover new ideas, thinking, concepts and a new approach to leadership
- Build adaptive leadership skills to help tackle complex team or organisational challenges
- Gain a practical set of techniques and tools to apply to personal, team and organisational challenges

Methodologies including case-in-point and peer case consultation processes are introduced by expert facilitators to use and shape the experiences of the group; and provide the opportunity for each participant to practice, in a controlled setting, the ideas explored in the program, and receive feedback from their program peers about their specific adaptive leadership challenges.

Latest updates here.
IGNITING LEADERSHIP

Are you ready to lead? Are you ready to transform yourself, your team and your organisation? Be inspired, challenged and supported to identify your key strengths and how you can best leverage them for leadership impact as you embark on your leadership journey.

Consciously choosing to pay attention to what is right with self and others, rather than what is wrong makes us feel better, is more motivating, more productive and achieves better outcomes. Igniting Your Leadership takes a strengths based approach helping participants to tap into their talents and to gain insights into how they can maximise their potential.

Igniting Leadership is your catalyst to explore the essentials of leadership; and gain the insights, critical skills, strategies and confidence to move from team member to effective leader for improved personal, team and organisational performance.

This five-day program explores the essentials of leadership and what it means to be an effective leader in today’s world. Drawing on the experience of our expert facilitator, a range of dynamic guest speakers and a diverse group of peers in the room, you will examine:

- **Leadership**: Broaden your understanding of modern leadership concepts, the purpose of leadership, distinguishing authority from leadership, key emotional attributes of leadership and the nature of constructed reality
- **Values and Motivation**: Learn how to engage, motivate and lead teams effectively
- **Change**: Identify drivers and barriers to change, change management techniques and how to strengthen change initiatives for success
- **Strategy**: take a systems perspective; develop techniques to adapt, influence and drive strategy
- **Communication**: understand the basis of effective communication; improve your communication skills and ability to influence and motivate others; build your awareness of workplace relationships and learn how to identify and channel strengths of individuals and teams
- **Networks**: Understand the value of, and how to build, strategic professional networks
- **Participants** will be introduced to a peer case consultation process in which they will have the opportunity to practice, in a controlled setting, the ideas being explored in your program, and to gain feedback from their program peers about a leadership challenge that is important to them.

**WHO SHOULD ATTEND**

- Emerging or recently appointed team leaders, managers and supervisors
- High-performing team members and talented staff who demonstrate leadership skills but may not be in leadership roles
- Team members with decision-making responsibilities with limited experience in managing people
- High potential or aspiring leaders

**SELECTION**

Enrol online (subject to availability)

**DURATION**

5 full days scheduled over 5 weeks

**2019 DATES**

- **Series #1**: 30 & 31 May, 6, 7 & 27 June
  Early-bird registrations close: 18 April 2019
- **Series #2**: 1 & 2, 8 & 9, 29 August
  Early-bird registrations close: 18 June 2019
- **Series #3**: 16 & 17, 23 & 24 October, 14 November
  Early-bird registrations close: 04 September 2019

**LOCATION**

JJ Clark Room
Level 1, Old Treasury Building
20 Spring Street Melbourne

**INCLUSIONS**

- Pre reading and program materials
- Gallup Strengths Assessment profiling tool and debrief
- Graduation certificate and presentation at program conclusion
- Fully catered

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Optional extra – Executive Leadership Coaching packages available

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**Latest updates here.**
CUSTOMISED PROGRAMS

We bring extensive experience in consultancy and designing and delivering a diverse range of customised leadership development solutions, for all levels of your organisation, from CEO to executive and senior management teams to coordinate and frontline staff.

Assessment and psychometric analysis, coaching and mentoring programs, are offered in our suite of services and can be delivered as stand-alone development opportunities, or as part of a leadership program.

Many of our open enrolment programs can also be delivered in house.

Our approach is consultative and collaborative. We work closely with our clients to identify the development needs, align programs to the organisation’s leadership capability frameworks, and co-design the solution to meet your objectives.

We listen, and tailor our programs and services to suit the organisational context and offer a range of format and design options to achieve the desired outcomes. This can include multi-day leadership programs of varying duration, seminars and workshops, leadership forums, psychometric profiling and 360 assessments, coaching, mentoring and more.

• Develop and deliver leadership programs
• Coordinate alumni and volunteers to apply their leadership and specialist skills to benefit community organisations through board placements, mentoring and community projects
• Connect leaders, our network or partners and supporters (community based on alumni pool)
• Consult with client organisations to develop and deliver high quality and impactful leadership programs and services, including and extensive range of customised in-house programs which develop adaptive leaders

Latest updates here.
OUR APPROACH

Our leadership model is built on developing self-awareness and leadership capability in individuals, and through them, in organisations, and more widely their sector or community.

Leadership development is a process. We look for the conscious and subconscious barriers, and enablers, of leadership development, and allow participants to explore, observe and practice leadership “in the room”.

Drawing on contemporary leadership development research and practice from Harvard and others around the world, we include both horizontal (technical skill development) and vertical learning (increasing the capacity to learn and develop) activities, exposing participants to new and diverse experiences, people and ideas, to create new ways of thinking and seeing the world.

At Leadership Victoria, our participants are in the driver’s seat of their own experience in a ‘safe’ and supportive environment. We provide the time, space and encouragement to question and explore your own, your group’s and guest speakers’ insights and perspectives. We value the importance of building learning from peers in the room, and acknowledge that many of the answers will be found in this space. Reflective and applied learning activities ensure the maximum learning opportunity and outcomes.

For enquiries or more information, please contact:

LEADERSHIP VICTORIA

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www.leadershipvictoria.org