

# 2021 Leadership Programs

**LEADERSHIP  
VICTORIA**

**Our vision is purposeful leadership for an inclusive, equitable and sustainable society and we exist to foster leadership that inspires, connects and transforms.**

**Purposeful Leaders are people who care about what they do, and how they do it.**

Leadership Victoria acknowledges the Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work. Leadership Victoria encourages Aboriginal and Torres Strait Islander participation in all of our programs.

**LEADERSHIP VICTORIA**

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## **ABOUT LEADERSHIP VICTORIA**

Leadership Victoria is an innovative, independent social enterprise. Our vision is purposeful leadership for an inclusive, equitable and sustainable society and we exist to foster leadership that inspires, connects and transforms.

Purposeful Leaders are people who care about what they do, and how they do it.

For 30 years, we have been connecting and empowering leaders across business, government and community sectors, enabling them to exercise the leadership required to address today's complex challenges and contribute to positive economic, social and environmental outcomes. We purposefully connect leaders with diverse backgrounds, experiences and perspectives to enable fresh thinking on complex challenges. We facilitate powerful networks that endure beyond our programs, enabling leaders to amplify their leadership impact in their organisations, sectors and communities.

We view leadership as the ability to mobilise others to achieve important outcomes. We believe that leadership is an activity, not a formal authority role, meaning that anyone can exercise leadership anywhere at any time. We focus on purpose, ethics and values, developing adaptive leaders who are inquisitive and reflective. Leaders who want to make a difference and have the skills and mindset to do so.

We draw on key research from the leadership field and beyond, and continually refresh our methodology and approach to ensure we apply contemporary thinking and best practice in our programs. Our programs are delivered in a range of formats and draw on and incorporate a variety of elements. They cater for all levels of leadership and provide dynamic and integrated experiences enabling participants to build their understanding of concepts through activities and discussion framed by real-world leadership challenges and situations, as well as through reflection, sharing and practice in the workplace.

In addition to our open enrolment programs, Leadership Victoria partners with many organisations across the business, government and community sectors to co-design and deliver customised programs for leaders at all levels, supporting organisational transformation and evolution.

To learn more about LV and our programs, visit our [website](#).

### **SUPPORT THE LV FOUNDATION**

Our social impact is further strengthened by the scholarships provided through the LV Foundation. These scholarships enable people from under-represented communities to participate in Leadership Victoria's programs, developing leadership capability across Victoria's richly diverse communities. We are extremely appreciative of the generosity of our donors who support the LV Foundation scholarships.

**HELP US MAKE A DIFFERENCE.  
DONATE TO THE LV FOUNDATION TODAY.**

**DONATE  
NOW**

# CUSTOMISED PROGRAMS

We work with you to design and deliver the leadership initiatives you need. Our approach is consultative and collaborative. We listen and work closely with you to identify your needs, align programs to goals and co-design a solution to meet your objectives.

With 30 years' experience, we are the industry leaders in purpose-driven leadership development. We deliver more than 50 diverse programs to more than 1,000 participants every year, ranging from emerging leaders to executive and senior leaders.

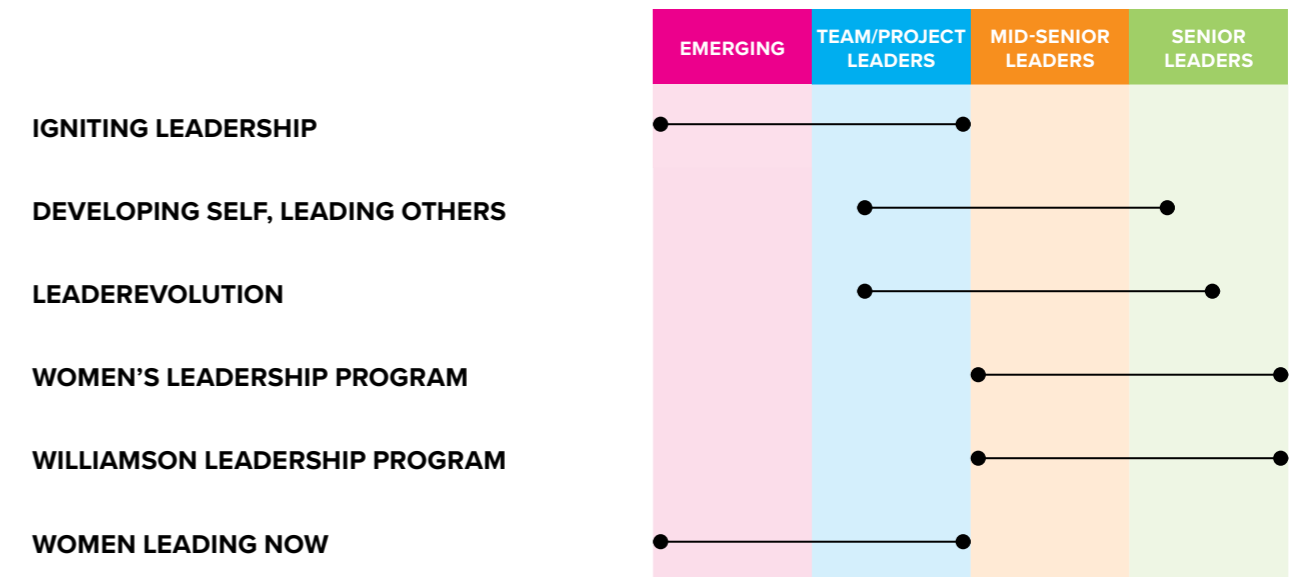
Our delivery options are flexible and we tailor formats and topics to suit your context and budget. This includes multi-day leadership programs of varying duration, seminars and workshops, leadership forums, psychometric profiling and 360 degree assessments, coaching, mentoring and more.

Our innovative programs can also be delivered in-house, or tailored to meet the needs of your organisation and participant groups.

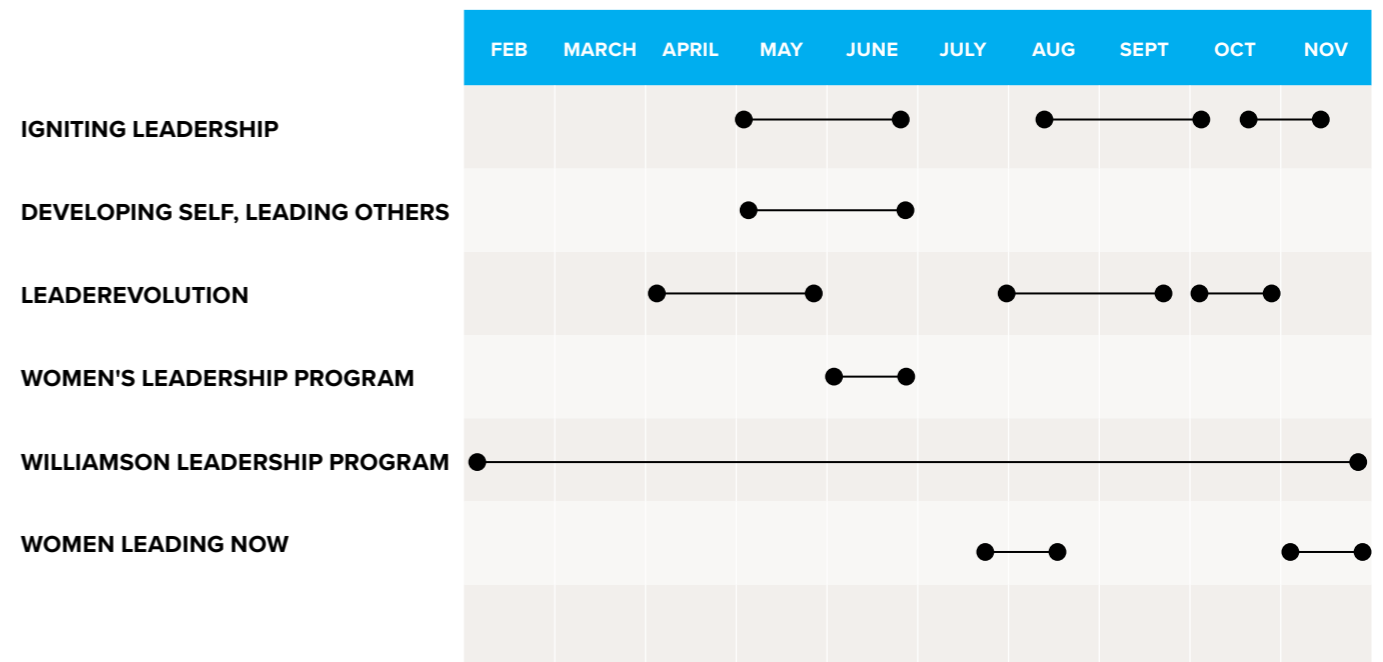
**CONTACT OUR ENGAGEMENT TEAM TO DISCUSS YOUR LEADERSHIP DEVELOPMENT NEEDS**

[info@leadershipvictoria.org](mailto:info@leadershipvictoria.org) or 03 9651 6590.

## 2021 PROGRAMS



## 2021 DATES



VISIT OUR WEBSITE FOR MORE DETAILS INCLUDING SPECIFIC DATES, INCLUSIONS AND PRICING

[www.leadershipvictoria.org](http://www.leadershipvictoria.org)

# IGNITING LEADERSHIP PROGRAM

## 5 DAYS OVER 4 WEEKS

Igniting Leadership explores the essentials of leadership and provides you with the insights, skills and confidence to raise your own and your team's performance and successfully deliver organisational goals. You will increase your self-awareness, build your emotional intelligence and relationships, enhance your communication skills and build confidence in your ability to effectively engage, mobilise and influence others.

### WHO SHOULD ENROL

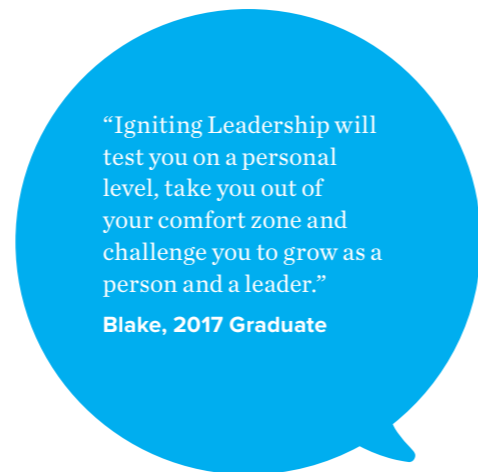
- Emerging or aspiring leaders, recently appointed team leaders and managers
- High potential or high performing team members who demonstrate leadership skills but may not be in formal leadership roles
- Team members with decision-making responsibilities who wish to develop people and stakeholder management skills

### PROGRAM OUTCOMES

As a result of this program you will:

- Understand and leverage your leadership strengths
- Use the adaptive leadership approach to raise your own and your team's performance
- Confidently communicate performance feedback and manage challenging conversations
- Skilfully influence and manage change
- Engage, mobilise and influence others
- Have greater self-awareness and emotional intelligence
- Use the GROW model to coach others
- Build positive relationships and leverage your new strategic leadership network
- Progress workplace challenges through the Peer Case Consultation Process

LEARN MORE



# DEVELOPING SELF, LEADING OTHERS

## 3 DAYS OVER 3 WEEKS, PLUS 60 MINUTE 1 ON 1 DEBRIEF SESSION

Developing Self, Leading Others provides deep insight into your current leadership style and the skills required to build trust and respect in a high performing team. Through a 360 degree feedback assessment, you will increase your self-awareness, overcome your barriers to change and learn to lead from a position of strength. Apply skills in coaching, having difficult conversations and leveraging the power of your team to increase effectiveness and achieve organisational outcomes.

### WHO SHOULD ENROL

- Those with leadership experience and who have direct reports. Includes team leaders, managers, supervisors, Directors, CEOs and Board members.

### PROGRAM OUTCOMES

As a result of this program you will:

- Lead with confidence and humility
- Be aware of your own leadership strengths, vulnerabilities and places for growth
- Overcome barriers or ‘immunity to change’ and close the gap between actual and ideal behaviours
- Mobilise and empower others through effective communication
- Raise your own and your team's performance
- Master courageous conversations and the art of intervening skilfully
- Recognise and mitigate the effects of stress and respond appropriately to workplace challenges
- Graduate the program with a personal leadership development plan to enhance your impact in the workplace

LEARN MORE



# LEADER EVOLUTION

## 3 DAYS OVER 4 WEEKS

LeaderEvolution provides a new approach to leading in an adaptive way to mobilise and empower others towards desired outcomes and overcome daunting workplace leadership challenges. View challenges differently and shift patterns of thinking to tackle pressing issues. Learn how to take care of self when managing others and new strategies for sustaining workplace performance.

### WHO SHOULD ENROL

- Mid-to-senior leaders managing change and complexity, or facing stubborn problems
- Leaders in disruptive or volatile environments
- Leaders working across dispersed project teams or with multiple stakeholders
- Leaders working across organisations and driving cultural change

### PROGRAM OUTCOMES

As a result of this program you will:

- View challenges differently and approach problems innovatively
- Overcome your own and others' default behaviours and patterns of thinking in dealing with issues and challenges
- Lead with conviction and mobilise others to successfully deliver outcomes
- Have the confidence to experiment more, and create the space for others to trial new ideas and approaches
- Make progress on daunting workplace challenges
- Close the gap between current organisational situation and organisational aspirations
- Exercise an experimental and growth mindset
- Manage yourself more effectively and sustain workplace health and performance
- Be aware of your own leadership vulnerabilities, strengths and places for growth

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“The Program challenged the way I think. I left armed with the tools required to lead with influence and feel confident I can now positively impact the organisation as we reshape our strategic approach. Very practical course.”  
**Selma, 2016 Graduate**

“I am so glad I undertook the workshop, I love connecting with new people, I made new friends who I have kept in contact, we continue to share ideas and work together....There is no undoing what I have learned. Thank you LV Team.”  
**Bwe, 2019 Graduate**

“The sessions gave me a great insight into how to improve my current skills and knowledge to expand my leadership abilities. Gave me the confidence to get back to the workplace and make some significant changes to the way I manage and lead staff.”  
**Michael, 2017 Graduate**

# WOMEN'S LEADERSHIP PROGRAM

## 3 DAY RESIDENTIAL RETREAT

The Women's Leadership Program provides you with the skills, confidence and network to lead others and be a change-maker in your organisation or community. Enhance your self-awareness, overcome self-limiting beliefs, build personal resilience, and learn to skilfully negotiate, influence and motivate others to lift performance and reach organisational goals. Explore the systematic barriers to women's leadership and build confidence and strategies to lead change. Gain a supportive network of female peers and be inspired by motivational speakers who will empower you to reach your leadership potential.

### WHO SHOULD ENROL

- For experienced, mid to senior female leaders
- Those looking to develop a diverse and supportive network for peer mentoring

### PROGRAM OUTCOMES

As a result of this program you will:

- Have increased self-awareness, understand your own leadership vulnerabilities, strengths and places for growth
- Be equipped to overcome self-limiting beliefs, 'imposter' syndrome behaviours and build personal resilience
- Identify strengths in others and motivate teams to raise performance
- Understand women's leadership through a gender lens
- Skilfully negotiate and influence others to achieve desired outcomes
- Speak persuasively on issues of importance to you or your workplace
- Gain a diverse and supportive network of female peers from various industries
- Have new approaches to progress workplace challenges

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“Completing the Women's Leadership Program has been the highlight of my career! It has allowed me to explore what leadership means to me, provided me with access to a network of amazing leaders across industries, and the opportunity to hear from a variety of keynote speakers who all role-model adaptive leadership in making an impact within their organisations and communities.”  
**Emma, 2019 Graduate**

“A thought provoking, challenging, stimulating and awe inspiring program. A MUST for all Women in Leadership roles.”  
**Donna, 2016 Graduate**

“Even if you've been to a million leadership courses, you've never been to one like the WLP!”  
**Laura, 2019 Graduate**

“Loved the program. I would recommend this to any woman. I think as many women as possible need to do this!”  
**2015 Graduate**

# WILLIAMSON LEADERSHIP PROGRAM

## 10 MONTH IMMERSIVE EXPERIENCE

The Williamson Leadership Program is a unique, immersive program that delivers experiences designed to transform how you think. It will expand the way you see the world and change the way you exercise leadership. You will engage unusual voices and learn to mobilise and empower others to do extraordinary things in your organisation and community. You will become adept at strategic analysis, systems thinking, sense making, and will critically examine the challenges and opportunities facing today's leaders. Learn how to achieve impact in complex and rapidly changing environments, discover your leadership purpose and support your organisation and your community to perform better, and adapt and thrive in today's world.

### WHO SHOULD APPLY

- Leaders who are curious about how they make a bigger difference and create a greater impact in their organisation and broader society, typically those with management experience (10+ years)

### PROGRAM OUTCOMES

As a result of this program you will:

- Understand approaches to leadership and the themes sitting at the heart of societal challenges and issues
- Gain a greater sense of your personal obligation to contribute to broader society
- Transform the way you think and act to be better equipped to operate in complex environments
- Confidently exercise purposeful leadership and collaborate with others to solve complex problems
- Understand different perspectives and viewpoints on complex challenges
- Connect with others more empathetically and mobilise and empower others to achieve change
- Manage yourself more effectively in order to stay true to purpose
- Develop a supportive network of diverse thinkers with different worldviews and lived experience, that transcends traditional sector and community boundaries

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“There are important benefits to my organisation from participating in the Williamson Leadership Program. By broadening our awareness and perspectives beyond our immediate workplace and comfort zones, we are far more able to challenge ourselves to be stronger leaders, and in doing this, offer far more to our clients and the community.”

**Anthony Coops (WCLP'12)**

“Hearing from a range of leaders on some of the complex issues we are grappling with in our society has been inspiring. The willingness of the speakers to be so open with what they have learnt, their core beliefs and their leadership journeys, has been extremely thought-provoking and shaped and changed my own leadership style and approach.”

**Sasha Torsi (WCLP'16)**

“For me, Williamson has highlighted the importance of people and communication in leadership. A common thread through the program was the importance of articulating your vision and understanding other people's motivations in order to bring them along with you. This has led me to be more conscious in how I communicate with others.”

**Shasta Holland (WCLP'17)**

# LV FOUNDATION SCHOLARSHIPS

Leadership Victoria, through the LV Foundation, offers a limited number of scholarships to aspiring leaders to participate in our programs. These scholarships enable people from underrepresented communities to participate in Leadership Victoria's programs, developing leadership capability across Victoria's richly diverse communities.

We're proud to have been founded by philanthropy and we're extremely appreciative of the generosity of our donors who support the LV Foundation scholarships. Without this extra support these aspiring leaders would not be able to benefit from the opportunity our programs provide and amplify their ability to make a difference, fulfil their purpose and have an impact in their community, Victoria and beyond.

HELP US MAKE A DIFFERENCE. [DONATE TO THE LV FOUNDATION TODAY.](#)

“Thanks to the support of the LV Foundation I was awarded a full scholarship for Igniting Leadership. The five days were both personally and professionally transformational. The program encourages you to examine your own strengths and how best to use your strengths to influence and lead with and without authority. As a result of completing the program I have had the courage to apply for new opportunities, and have changed the trajectory of my career.”

**Emily A, 2018 Graduate  
Igniting Leadership Program**



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 Leadership Victoria

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**LEADERSHIP  
VICTORIA  
.ORG**

**INSPIRE  
LEADERS**

**CREATE  
NETWORKS**

**DRIVE  
CHANGE**

**FUTURE  
MAKERS**