

# 2022 Leadership Programs

## Why Leadership?

At Leadership Victoria, we believe that leadership is an activity, not a position and that anyone can lead, anytime, anywhere. So, if you're looking to build your leadership skills and confidence, we have a range of programs that can help support you.

Are you new to leading teams or projects? The Igniting Leadership Program will give you the foundational skills to set you up for success.

If you're already leading, and finding that you need some new strategies to tackle persistent problems, or lead others through a period of change and uncertainty, LeaderEvolution will transform your approach.

We also have women's specific program designed to re-energise your leadership, with a renewed focus on care for yourself and others. You'll also learn how to build influence and presence at senior levels and broaden your network of supportive peers.

You can learn more about which program is right for you by scrolling down as we take a deeper dive into each program.

## Outcomes

- Awareness and clarity of personal leadership purpose
- Confidence, courage and skill exercising leadership in complex contexts
- Ability to influence and mobilise others to achieve outcomes
- Thoughtful and considered decision making
- Awareness of the interconnectedness of our world
- Diverse, unusual and enduring networks
- Appreciation for the power of diversity



# Igniting Leadership Program

The Igniting Leadership Program will establish a solid foundation for your leadership journey. The program provides a framework and a new approach to leadership to ignite your leadership capacity now and into the future.

## Over 5 immersive days, you will learn to:

- Use the adaptive leadership approach to raise your own and your team's performance
- Practice the art of asking questions and apply them to support and influence others
- Identify your own barriers to change
- Understand and leverage your leadership strengths
- Skilfully influence and manage change
- Have greater self-awareness and resilience
- Build positive relationships and leverage your new strategic leadership network



*It was a unique program that allowed participants to explore their individual leadership style. It encompassed values, strengths, communication styles and leading with authenticity. The program allowed a lot of self-reflection on the leadership style that works for us, looking at how we can use our strengths to be an authentic leader and how we can be leaders even when we are not in positions of authority.*

**- Skye, Igniting Leadership Graduate**

## Program Structure

### Day 1 – Leadership Principles & Developing Us

Examine the principles and competencies for leadership, develop a practice of asking powerful questions and discuss with a guest speaker the exercise of purposeful leadership.

- 5 principles and 4 competencies of adaptive leadership
- Leadership without authority
- Managing vs leading
- Guest speaker – purposeful leadership
- Powerful questions

### Day 2 – Diagnose Situation

Distinguish between technical and adaptive work, test multiple interpretations and points-of-view and apply the peer case consultation process to a leadership challenge.

- Distinguish technical and adaptive work
- Test multiple interpretations and points of view
- Make progress on tough challenges
- Practice a strategic approach to problem solving
- Identify new ways to influence

### Day 3 – Diagnose Situation & Manage Self

Apply the peer case consultation process to leadership challenges, discuss with a guest speaker the practice of managing self in the exercise of leadership and develop new ways to take care of yourself.

- Apply learnings to your leadership challenge
- Explore with others the drivers and barriers to change and possible ways forward
- Guest speaker – managing self in the exercise of leadership
- Manage self, getting comfortable with uncertainty and conflict
- Building resilience
- Taking care of yourself

### Day 4 – Manage Self

Choose among competing values, analyse your strengths, vulnerabilities and triggers, apply the peer case consultation process to your leadership challenge and identify the purpose of your leadership.

- Immunity to change - uncover why change can be so hard and the personal values and assumptions that can get in the way
- Values in leadership

### Day 5 – Bringing it all together

Apply the peer case consultation process to your leadership challenge, discuss with a guest speaker their practice of living life as a leadership lab, review your learnings from the program and share your leadership promise

- Building connectedness and relationships
- Identify the purpose of your leadership
- Articulate leadership learnings and commit to next steps
- Guest speaker – living life as a leadership lab

### Program Facilitator - Lisa Croxford



Lisa has an outstanding track record in designing and facilitating innovative, compelling and transformational leadership development programs. Using human centered design principles, Lisa equips participants with the mindset and skills to be successful in their leadership. Lisa is also a certified coach with particular focus on developmental and transition coaching and sustainable performance.

Lisa holds bachelor qualifications in arts and law, a graduate diploma in psychology and is an alumna of the Harvard Kennedy School (art and practice of leadership development). Lisa also holds a Certificate in Executive Coaching and is a Certified Organisational Coach. Accreditations: LifeStyles Inventory, MSCEIT (EQ), Leadership Development Framework (Harthill), Potential Project Trainer (corporate mindfulness).

### Igniting Leadership Program - 2022 Dates & Pricing

#### Series 2 | 2, 3, 9, 10, 30 August

- Early bird | \$3,625 | Enrolments close Tuesday, 14 June 2022
- Not-for-profit | \$3,625 | Enrolments close Tuesday, 12 July 2022
- Standard | \$5,210 | Enrolments close Tuesday, 12 July 2022

#### Series 3 | 15, 16, 22, 23 November & 6 December

- Early bird | \$3,625 | Enrolments close Tuesday, 27 September 2022
- Not-for-profit | \$3,625 | Enrolments close Tuesday, 25 October 2022
- Standard | \$5,210 | Enrolments close Tuesday, 25 October 2022

# LeaderEvolution

Are stubborn problems or “immovable objects” hindering your ability to achieve important outcomes? Is your organisation facing challenges that require a new approach to leadership?

LeaderEvolution is a practical, 3-day leadership intensive designed to transform your leadership. By applying the adaptive leadership framework to challenges in your workplace you'll learn how to make progress on complex challenges.

Learn to influence and mobilise across remote teams and diverse stakeholder groups, reframe thinking around problems in order to move forward and adopt an experimental mindset to expand your leadership capacity.

## Who is the program for?

- The program is suited to leaders (or aspiring leaders) looking for new ways to make progress in challenging environments.



*Hi team LV, just wanted to drop a short line to say a big thank you to each and every one of you for a great 3 days. Your positivity and constructive feedback has been a genuine launch pad for me to work towards becoming a better leader and person.*

**- Leader Evolution Graduate (Bendigo TAFE).**

## Program Structure

### Day 1 – Leadership Starts with You

- Introduction to adaptive leadership
- First principle: Leadership Starts With You
- Diagnosing your leadership challenge
- Testing different observations and interpretations of leadership challenges
- Apply learnings to your workplace challenge

### Day 2 – Manage Self and Energise Others

- Diagnose yourself: strengths, vulnerabilities and triggers
- "Energise others" and stakeholder mapping
- Change management: Let loss speak
- What's risky about leadership?
- Apply learnings to your workplace challenge
- Design an intervention for experimentation

### Day 3 – Change

- Observation- interpretation – intervention: “Getting on the balcony”
- Intervene skilfully to create change
- Commit to take care of yourself: make a conscious choice
- Holding to purpose: drawing forth a personal vision
- Establish some leadership experiments to take forward

## Program Outcomes

1. Learn tools and techniques to lead through complexity, uncertainty and change
2. Reframe problems and challenges to make breakthroughs and move forward
3. Overcome your own and others' default behaviours and patterns of thinking in dealing with issues and challenges
4. Collaborate strategically across the organisation and stakeholder groups to successfully deliver outcomes
5. Close the gap on current organisational situation and organisational aspirations
6. Exercise a growth mindset
7. Manage yourself more effectively and sustain workplace health and performance
8. Be aware of your own leadership vulnerabilities, strengths and places for growth

### Program Facilitator - John Eddy

Jon brings a rare mix of extensive, hands-on business and leadership experience coupled with a deep expertise in executive coaching and leadership development.

In a business career that spanned 27 years, Jon fulfilled a broad variety of roles, from serving business banking customers in multiple industries, through managing risk and products, to leading teams and projects.

Educated in system thinking disciplines, Jon sees things from multiple and often different perspectives and helps others to do the same, to tackle stubborn problems and personal and business challenges in new ways.

Jon holds a Bachelor of Arts (Monash University), a Graduate Certificate in Management (Australian Graduate School of Management) and is an alumna of the Harvard Kennedy School (art and practice of leadership development).

### Series 1 | 18, 19 May & 15 June 2022

- Not-for-profit | \$2,990 | Enrolments close Tuesday, 26 April 2022
- Standard | \$3,990 | Enrolments close Tuesday, 26 April 2022

### Series 2 | 27, 28 September & 25 October 2022

- Early bird | \$2,990 | Enrolments close Tuesday, 9 August 2022
- Not-for-profit | \$2,990 | Enrolments close Tuesday, 6 September 2022
- Standard | \$3,990 | Enrolments close Tuesday, 6 September 2022



# Women's Leadership Program

The Women's Leadership Program is a 3-day residential program at the Chateau Yering Hotel in the beautiful Yarra Valley.

The program is for mid-to-senior women leaders, which focuses on leading self, motivating others, developing an executive presence and communicating for influence, authenticity and impact.

Participants will learn strategies for adapting leadership in challenging times, identifying strengths in others and leading across internal and external stakeholder groups to achieve important outcomes.

The program views leadership through a gender lens, exploring new ways to progress workplace challenges and provides a rare leadership experience to share with other women.

## Who is the program for?

- For experienced, mid-to-senior women leaders



*"Completing the Women's Leadership Program has been a 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 Wu, Head Of Customer Experience (Property Exchange Australia) Women's Leadership Program Graduate**

## Program Structure

### Day 1 – Self-awareness

- Leadership Starts With You – key leadership concepts
- Guest speaker – Personal leadership journey demonstrating self-awareness and resilience
- VIA character strengths
- Workplace challenge
- Identifying the Authentic self
- Free time – networking, reflecting, relaxing

### Day 2 – Empowerment

- 5 ways to wellbeing
- Exploration of power
- Workplace challenge
- Voice workshop and real play scenarios
- Panel: Women and workplace negotiations
- Free time – networking, reflecting, relaxing



### Day 3 – Application and activation

- Workplace challenge
- Keynote speaker
- Guest speaker
- Defining an Activation pathway – what will change as a result of attending the program?
- Personal leadership commitments
- Final Reflections

### Program Outcomes

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



### Program Inclusions

- Retreat at Chateau Yering Hotel with accommodation and meals included
- VIA Character Strengths psychometric
- Strategies for personal resilience, emotional regulation and stress reduction
- Voice coaching and presentation workshop
- Inspirational and motivational female leaders who will share personal and professional stories
- A diverse and supportive network of peers from across business, Government and community sectors



### Next Women's Leadership Program

11, 12 & 13 July, 2022  
Chateau Yering Hotel, Yarra Valley

#### Course Fees

Early Bird: \$4,990 inc GST – registrations close 9 May  
Standard: \$5,990 inc GST – registrations close 20 June

## Still not sure which program is right for you?

No worries! Our trained program advisers are on call to help you find the right program for you.

Contact Nathan to discuss your leadership challenges and find a program to help support your leadership journey in 2022.



**Nathan Reynolds**  
**Partnerships and Business Development Lead**  
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## Who is Leadership Victoria?

Leadership Victoria is a trusted, not-for-profit, social enterprise specialising in leadership. We have more than 30 years' experience developing and delivering high quality, engaging and impactful leadership development programs.

We deliver more than 20 diverse programs annually to more than 500 participants with varying experience and responsibility, from executive and senior management teams to team leaders, frontline staff, and emerging leaders.

We work across – and bring together – business, government, and civil society with the aim of developing leaders capable of addressing complex problems and contributing to our vision; purposeful leadership for an inclusive, equitable and sustainable society.

**LEADERSHIP**  
**VICTORIA**