



EXECUTIVE LEADERS PROGRAM PROSPECTUS 2021

THIS PROGRAM IS FOR ACCOMPLISHED EXECUTIVES (CHIEF EXECUTIVE OFFICERS, DIRECTORS AND GENERAL MANAGERS AND OTHER SENIOR LEADERS) IN REGIONAL AND METROPOLITAN COUNCILS AND SUBSIDIARIES WHO ARE SEEKING TO EXPAND THEIR THINKING AND LEADERSHIP IMPACT.

**PROGRAM COMMENCES TUESDAY 2 FEBRUARY 2021
REGISTRATIONS CLOSE FRIDAY 20 NOVEMBER 2020***

**Unless all places sold prior.*

ABOUT US

EXECUTIVE
LEADERS
PROGRAM
PROSPECTUS
2021

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.

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.

PRESIDENT'S FOREWORD



EXECUTIVE
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With a complex and continuously evolving sector, it is now more essential than ever 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 and delivery of services.

Our leaders need to be at the heart of transformational change in what is an increasingly volatile, uncertain, complex and often ambiguous landscape. We need to be skilled in and committed to innovative and commercial thinking, have a strong commitment to partnering, the 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 Leaders 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.

The program 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 2021 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.

Paul Sutton
President
LG Professionals SA

PROGRAM OVERVIEW

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WHY THIS PROGRAM?

THESE ARE UNPRECEDENTED TIMES.

Gone are the days when planning and execution were good enough, or incremental improvement was a reliable indicator of progress. Instability within the context in which executives 'deliver' now means taking on organisational challenges in different ways—ways that require different skills of our leaders. More than ever, executive leaders today are at the heart of adapting to and leading transformational change. One thing is certain - there is no going back.

SUCCESS IN ITS MANY FORMS WILL BE DRIVEN BY THE CAPABILITY TO CONTINUALLY RETHINK AND RESHAPE WORK, 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. The COVID 'reset' combined with new services, skills and technologies have fundamentally changed expectations of the delivery of public services. With the ever-growing question of 'what role will local government continue to play both now and into the future?', there has never been a more important time to explore a new paradigm of leadership and inspire your thinking about the future.

On completion of this program, participants will be able to:

- ∴ Make progress on complex problems in an agile way
- ∴ Navigate rapidly changing and evolving environments
- ∴ Collaborate and work more effectively with different stakeholder groups
- ∴ Make better decisions in uncertain, complex and ambiguous situations
- ∴ Manage their energy to best serve their communities
- ∴ See and consider multiple perspectives
- ∴ Be more conscious of what is personally holding them back from delivering to their full potential.

"I WAS CHALLENGED.
IT OPENED MY MIND
TO WHAT ELSE COULD
BE TRUE?"

Ginny Moon,
Director Corporate Services - City Of Prospect

"WHAT A GREAT
OPPORTUNITY TO
INVEST IN LIFE SKILLS
AND YOURSELF"

Matthew Morrissey,
Associate Director, Infrastructure - City Of Adelaide

PROGRAM METHODOLOGY

EXECUTIVE LEADERS PROGRAM PROSPECTUS 2021

THIS PROGRAM IS DESIGNED FOR MAXIMUM IMPACT WITH MINIMAL TIME COMMITMENT FOR BUSY EXECUTIVES.

Spanning three months, the Executive Leaders Program includes a range of innovative learning opportunities including two face-to-face intensives, four virtual sessions, personalised 1:1 coaching and access to cutting edge readings and materials all delivered by local and international leadership experts. A key element of this program's effectiveness is the contribution made by participants in a peer learning environment.

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.

EXPERIENTIAL LEARNING PLATFORM

New for 2021, we have extended our participant support with the addition of an experiential online learning platform designed to provide participants with access to:

- ∴ Engaging concept videos to ensure face-to-face workshop time is focused on making sense of the concepts through sharing insights, experiencing the concepts live in the room, in the moment, and connecting with others in a psychologically safe environment
- ∴ Resources such as contemporary relevant readings, worksheets and reflective questions
- ∴ Creative virtual spaces for participants to connect and share with other participants, organise meetings and problem solve which builds community
- ∴ Access to faculty to ask questions, raise concerns or seek feedback.

PROGRAM METHODOLOGY

EXECUTIVE LEADERS PROGRAM PROSPECTUS 2021

PRE-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 'missions.' These will not be time intensive, but rather hold participants accountable for the application of concepts to their work, thus embedding the learnings and maximising the program impact.

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.

"THE MOST
CONFRONTING AND
SAFE ENVIRONMENT
I HAVE EVER WORKED
IN – ABSOLUTELY A
TERRIFIC EXPERIENCE"

Gordon Thomson,
XLP Alumni

SAFE SPACE

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

LEADERSHIP CHALLENGE AND PEER THINKING

Participants will bring a real-world complex problem with them to the program to share with peers, leveraging powerful peer-thinking and alternate perspectives.

PERSONALISED MICRO COACHING

Coaching is provided by core program facilitators in response to assignments or queries submitted by participants via the online platform. In this way, participants are supported in their comprehension and application of concepts in real time to amplify learning.

"THIS PROGRAM IS
HARD WORK AND
CHALLENGING...
AND VERY FULFILLING!
WOW!"

Drew Ellis,
*Group Manager Corporate Services - Municipal
Council of Roxby Downs*

PROGRAM MAP

Maximum impact with minimal time commitment.

February						
Date	9	16	24	25	26	
Time (Adelaide)	8:00 am - 9:00 am	8:00 am - 10:00 am	8:00 am - 10:00 am	12:00 pm - 6:00 pm Dinner	8:00 am - 5:00 pm Dinner	8:00 am - 12:00 pm
Intensive 1						
Orientation		Session 1	Session 2	Day 1	Day 2	Day 3
Topic	Meet your presenters and peers, expectations set for your program journey.	Need for 'New Leadership' Part 1: Context	Need for 'New Leadership' Part 2: Mindsets	Foundation Concepts	Leadership and Change	Sustaining Leadership
Delivery Method	Live Virtual Classroom			Face to Face* CLARE		
Individual Work	Readings, Reflections, Micro-Coaching, Group Discussions, Individual Case Study					
March						
Date	9	23	8	9	16	
Time (Adelaide)	8:00 am - 10:00 am	8:00 am - 10:00 am	9:00 am - 5:00 pm	9:00 am - 5:00 pm Graduation Dinner	8:00 am - 9:00 am	
Intensive 2						
Session 3		Session 4	Day 4	Day 5	Close	
Topic	Diagnosing the Systems Part 1: Systems Thinking	Diagnosing the Systems Part 2: Polarities	Making Progress on Complex Challenges Part 1	Making Progress on Complex Challenges Part 2	De-Brief and Program Close	
Delivery Method	Live Virtual Classroom			Face to Face* CITY		
Individual Work	Readings, Reflections, Micro-Coaching, Group Discussions, Individual Case Study					

*If restrictions dictate, delivery method will be via Live Virtual Classroom

PROGRAM METHODOLOGY

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WHAT YOU WILL LEARN

... ABOUT CHANGE

- ∴ Exposure to common reactions to unpredictability and uncertainty and how these can be managed
- ∴ A deep dive into why changing behaviour (even our own) is so tricky and how to uncover the assumptions holding us back
- ∴ A look at change through the framework of loss and how we can identify and respond more effectively to collective loss which often shows up as resistance
- ∴ 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.

... ABOUT YOURSELF

- ∴ Explore how to sustain yourself and others through the long term demands of leadership and how to embed and extend what you have learned
- ∴ Why 'Not Knowing' and 'Not Doing' is okay
- ∴ What common reactions to unpredictability and uncertainty are and how these can be managed
- ∴ Focus on observation, listening and questioning skills
- ∴ Understand the concept of work avoidance and how to recognise it
- ∴ Develop awareness of emotional responses and the effect on decision-making
- ∴ Explore the pitfalls to avoid when feeling stressed, overwhelmed and confused
- ∴ Tools to help manage energy.

... ABOUT NAVIGATING THE POLITICAL ENVIRONMENT

- ∴ A deep understanding of stakeholders and how they connect with the issues, what motivates them and how you can work together
- ∴ A framework to de-couple leadership and authority
- ∴ Enhanced self-awareness around own sources of power and how to effectively leverage personal power to mobilise people and exercise leadership.

... ABOUT INNOVATION

- ∴ 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.

"THIS PROGRAM MET MY NEED FOR SOMETHING TO STRETCH ME. IT IS MORE THAN A PROGRAM/COURSE, IT IS A LEARNING ADVENTURE."

Terra Lea Ranson,

Manager Community Capacity - City of Onkaparinga

PROGRAM FACILITATORS



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 at Austin.

He designs and delivers programs in Australia and the 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.

"PRESENTERS WERE PREPARED TO GO DEEP IN THEIR OWN EXPERIENCES AND SHARE THEM TO PROVIDE 'PERMISSION' FOR PARTICIPANTS TO REACH DEEP AND FACILITATE LEARNING"

Peter Porch,
Manager Operational Services - Northern Areas Council

PROGRAM FACILITATORS



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.



DR FRED JONES

FRED HAS TAKEN A DEEP INTEREST IN DEVELOPING PEOPLE AND THE ORGANISATIONS THEY LEAD FOR MORE THAN TWO DECADES.

His work as a coach, facilitator, teacher, and program designer is guided by an innovative spirit and a desire for people to be their biggest and best selves for the challenges they engage.

Fred has worked in the United States with Humana, Texas Children's Hospital, Progressive Insurance and Ernst & Young. His experience with health care is something more: an unshakable passion. He started out toward a career as a magazine journalist, but shifted to explore what makes people tick and what makes the world go around. He continues to practice what he learned years ago, researching how people experience the pursuit of fuzzy outcomes through messy pathways, and the clarity that can come as they represent visually, in the form of a map, what they are trying to make happen. Fred long has loved theatre and takes advantage of how theatre practices help people prepare for high-stakes moments and show up as they want.

Fred earned a doctorate in adult learning and leadership from Columbia University, Teachers College, and holds a Master's in Public and International Affairs from the University of Pittsburgh. He is an Associate Certified Coach through the International Coach Federation, and a graduate of Georgetown University's renowned Leadership Coaching program.

Fred lives with his wife and dogs in Louisville, Kentucky, USA, which turns out to be the geographic centre of everywhere he's lived so far.

REGISTRATION & INVESTMENT

EXECUTIVE LEADERS PROGRAM PROSPECTUS 2021

REGISTRATION

This program is open for registrations from Executives (Chief Executive Officers, Directors and General Managers and Senior Leaders) in regional and metropolitan councils and subsidiaries.

For queries regarding eligibility please contact Taryn Sexton on **0400 429 003** or email executive@lgprofessionals.org.au

Registrations are open until 5pm Friday 20 November 2020 unless all places are filled prior. Registrations can be made online at www.lgprofessionals.org.au

Register early as places are limited.

CANCELLATION POLICY

Whilst Local Government Professionals Australia, SA is sympathetic to the inevitability of changing circumstances, each cancelled registration incurs a cost. It is for this reason that the following section of our cancellation policy applies to all Leadership and Development programs:

Cancellations Received	Refund
More than 8 weeks prior to program commencement	100% refund
Between 8 weeks and 6 weeks prior to program commencement	50% refund
Within 6 weeks of program commencement	No refund

Note: Should a program element which was intended to be delivered face to face be delivered in a virtual format due to COVID-19 restrictions, an appropriate partial refund will be provided in line with the costs associated with that element. For example, if a dinner or residential element is cancelled, the costs associated with the dinner or accommodation will be refunded to the participants on completion of the program

Please see full Cancellation Policy at www.lgprofessionals.org.au/Governance-and-Policies

INVESTMENT

SMALL COUNCIL

Member	Non-Member
\$6,000.00 + GST = \$6,600.00	\$6,500.00 + GST = \$7,150.00

MEDIUM COUNCIL

Member	Non-Member
\$6,500.00 + GST = \$7,150.00	\$7,000.00 + GST = \$7,700.00

LARGE COUNCIL

Member	Non-Member
\$7,000.00 + GST = \$7,700.00	\$7,500.00 + GST = \$8,250.00

Inclusions

- ∴ Full program delivery and support
- ∴ Catering for all face to face program sessions
- ∴ 2 nights accommodation, 2 breakfasts and 2 dinners during *Intensive 1*
- ∴ Graduating dinner during *Intensive 2*

CONTACT DETAILS

Local Government Professionals Australia, SA

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Tahlia Willey

Network and Program Officer

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CONNECT WITH US

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.

