

Building leadership in public management and policy



the Australia and New Zealand
School of Government

Women in Leadership

Achieving and Flourishing

An Executive Workshop for Women in the Public Sector



ANZSOG Executive Workshop

Course leader

Christine Nixon

ANZSOG Fellow/former Chief Commissioner, Victoria Police

Enquiries

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Message from the Dean

Thank you for considering ANZSOG's Executive Workshop as part of your professional development.

Participating in an ANZSOG initiative is about meeting the educational requirements of future public sector leaders. Each workshop is tailored to the specific needs of our Government partners. By taking part, participants are introduced to a range of valuable knowledge and skills sets, analytical thinking, and decision-making that aim to strengthen their ability in their role and in turn the community.

I invite you to take a closer look at ANZSOG by taking part in our executive workshops where we strive to bring out the best, in the best.

Allan Fels, AO

Of the many special features of the School, I am proud of the life-long learning experience participants gain to help drive change — that in turn brings about better policy implementation and service delivery.

ANZSOG Executive Workshop

Women in Leadership: Achieving and Flourishing

Who should attend?

The workshop will be valuable for middle-to-senior level female managers at all levels of the public sector: federal, state and local.

Participant benefits

At the end of the course participants will be better equipped to:

- experiment and deepen their own influencing styles
- broaden repertoires for leadership
- manage the pressures of senior leadership while keeping focussed on overarching public purpose and values
- set personal goals and achieve them
- develop strategies to deal effectively with personal and professional risk
- develop techniques of reflection on group behaviour
- expand their range of managerial skills.

Learning approach

Excellence in teaching and learning is central to ANZSOG's mission. ANZSOG's executive workshops provide a stimulating and intellectually rigorous learning experience. The workshop includes guest presentations by public sector leaders, panel discussions with expert practitioners and interactive discussion throughout and use of real-world public sector examples.

The program

Women in Leadership: Achieving and Flourishing is an executive workshop designed to strengthen the leadership and management skills of senior female executives in the public sector.

In an intellectually rigorous but collegial environment participants will be able to:

- share their challenges and practice
- talk honestly about what matters in their work lives
- learn from each other, experienced practitioners and academics on how to achieve their goals
- learn ways to create value in the public sector.

The workshop will offer fresh perspectives on traditional leadership and management issues, including developing resilience, displaying courage, nurturing support and making strategic use of support systems. In an environment of peers, female managers can share experiences and draw on a unique network to explore potential challenges.

The course focuses on three aspects: the person, their leadership skills and their management skills. The subjects to be covered under each theme will include the following:

The person

- ways of being a leader
- self-care
- getting support, networks and understanding yourself.

Leadership

- understanding group processes and how to intervene to achieve goals
- working in male dominated groups
- ethics in leadership
- values and purpose
- fitting in or standing out
- resilient leadership, reflection and awareness.

Management

- problem-solving systems
- setting the agenda
- accountability and performance management
- creating public value
- managing people.

'Women in Leadership: Achieving and Flourishing is an executive workshop designed to strengthen the leadership and management skills of senior female executives in the public sector'



Course leader

Christine Nixon

As former Chair of the Victorian Bushfire Reconstruction and Recovery Authority, Christine Nixon oversaw the largest recovery and rebuilding operation Victoria has ever undertaken.

Under Ms Nixon's leadership, the Authority worked with communities, businesses, charities, local councils and other government departments to help people and communities recover and rebuild.

Since August 2010, Ms Nixon has moved into a role as the Victorian Government's Advisor on Bushfire Reconstruction and Recovery. In her new role Ms Nixon continues to support communities, to work with the bereaved community and remains a member of the Victorian Bushfire Appeal Fund panel. Her priority is to help communities recover and rebuild in a way that is safe, timely, efficient and respectful of each community's different needs.

Prior to joining the Authority, Ms Nixon was the Chief Commissioner of Victoria Police leading 14,000 staff, operating across more than 500 locations and overseeing an annual budget of \$1.7 billion.

She joined Victoria Police in April 2001, after serving with the New South Wales Police from 1972.

She is a Fellow of ANZSOG, The Australian Institute of Police Management, The Australian Institute of Management and The Institute of Public Administration Australia. She is also an Advisory Board member for the Monash University Council and the Alannah & Madeline Foundation, a patron of Onside Soccer – Victorian Soccer Federation Incorporation, Operation Newstart Victoria and Phoenix Club Inc.

Course adviser

Amanda Sinclair

Amanda Sinclair is the Foundation Professor of Management (Diversity and Change) at the Melbourne Business School.

Professor Sinclair is an academic, consultant and researcher with particular expertise in the areas of leadership and ethics, organisational culture and change, gender and diversity.

Her work has been widely published, and her sometimes controversial conclusions have generated significant popular as well as academic debate. Her books, *Trials at the Top* and *Doing Leadership Differently*, argue that gender, sexuality and power have shaped and limited leadership in business. Both have been read with interest across professional, academic and corporate circles. *New Faces of Leadership* (with Valerie Wilson) highlights how trust, openness and a moderate ego are emerging as the critical ingredients and capabilities in leading diverse workforces effectively. Her latest book *Leadership for the Disillusioned: Beyond myths and heroes to leading that liberates* suggests leadership should be directed towards new purposes of promoting freedom and well-being.

Other presenters include:

Ruth Dunkin, Director Policy, Business Council of Australia

Helen Silver, Secretary, Department of Premier and Cabinet, Victoria

Glenys Beauchamp, Secretary, Department of Regional Australia, Regional Development and Local Government

Carol Schwartz, businesswoman and philanthropist

Workshop fees

Non-residential—\$A3,750 including GST
Residential—\$A4,500 including GST

Non-residential

Price includes tuition fees, all course materials, all meals during the daily program and course dinners.

Residential

Price includes all of the above, as well as a three-night accommodation package.

ANZSOG alumni receive a 15% discount.

How to register

Fax

Complete and fax the registration form to +61 3 9650 8785.
Indicate your preferred payment method.

Email

Complete and email the registration form to: l.dechavez@anzsog.edu.au

Enquiries

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About ANZSOG

ANZSOG, the Australia and New Zealand School of Government, is a consortium of governments, universities and business schools dedicated to delivering tailored programs that meet the real world challenges of public sector managers.

With its unique structure, ANZSOG's programs are drawn from its networks of inter-government jurisdictions and access to leading international academics and practitioners. The programs feature a dynamic mix of innovative, world-class professional development, education and training in the craft of public administration, policy and management.

ANZSOG has three flagship programs: Executive Programs and Workshops, the Case Program and the Research Program.

ANZSOG's Executive Programs and Workshops offer a post-graduate qualification and a range of executive courses that aim to strengthen the leadership and management capability of future public sector leaders:

- Executive Master of Public Administration is a two-year part-time graduate program for middle management sponsored by the participants' department. The program is taught by leading academics and practitioners from Australia and New Zealand; past presenters have included Prime Ministers, Premiers and a number of chief executives of government departments
- Towards Strategic Leadership is a unique program that blends personal leadership development with public sector focussed content. This two-week residential program is presented by a range of local and international presenters and is aimed towards people who are moving from tactical into strategic leadership roles in government, i.e. people facing senior executive responsibilities for the first time.

- Executive Fellows Program is a three week residential program tailored at the executive level and is also sponsored by the participants' respective department. ANZSOG sources world experts to develop the strategic leadership and managerial skills of senior public sector executives.
- The Executive Workshops are conducted throughout the year and offer middle-to-senior managers customised courses that meet specific educational needs identified by ANZSOG government partners.

The Case Program is responsible for producing original case studies based on real public sector situations that are used for teaching purposes in the School's executive programs. There are over 100 case studies in the library that offer quality, topical cases in public sector management development that focuses on current events and issues in Australia, New Zealand, Commonwealth Nations and the Pacific and South Eastern Asia.

The Research Program aims to develop innovative, cutting-edge research into public administration, policy and management. The program's distinctive approach favours networked, collaborative research that delivers practical solutions and outcomes for government whilst offering a number of research activities, such as public lectures, conferences and publications.

Along with ANZSOG's programs, the School holds a number of collaborative initiatives with its partners and key national and international networks that provide a platform for policy development, research and analysis.

For further information about the School's programs, activities and forthcoming initiatives please visit our website www.anzsog.edu.au

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