

Transform your career with the Executive Fellows Program

Learn from the best, with the best

The Australia and New Zealand School of Government's (ANZSOG's) Executive Fellows Program (EFP) has transformed the careers of many not-for-profit senior executives and it can change yours too!

Is the EFP right for me?

The EFP is right for you if you're a senior executive in the not-for-profit sector and you want to further develop your leadership, management and strategic skills.

Over an intensive and immersive three weeks, you'll learn from world-renowned academics and top practitioners, while studying with high-performing peers in the public and not-for-profit sectors. The EFP will give you a global perspective, develop your adaptive capacity to lead your organisation and teach you how to leverage your influence and relationships to create and deliver public value.

The EFP suits not-for-profit senior executives working in diverse organisations that pursue charitable purposes including service delivery, grant making and other activities that advance the health, education and social welfare of their communities.

We welcome applications from Aboriginal and Torres Strait Islander peoples and those from culturally and linguistically diverse backgrounds.

What if I'm not sure about my future career?

Not-for-profit sector careers are worthwhile, impactful and important, but we understand not everyone can commit to a long-term future.

The EFP provides you with a unique opportunity to develop highly transferrable leadership skills that will allow you to make a positive difference in any sector.

How can I take time away to complete the EFP?

The EFP is an intensive, residential program run over three consecutive weeks in Brisbane, Singapore and Melbourne. It requires you to commit time away from the office and your personal commitments.

You can plan for this time away by redistributing your workload, delegating authority or backfilling your role to minimise the impact of your absence.

While resourcing may be challenging, the EFP is a personal and professional investment that will make you a more effective and efficient leader who can deliver real value to your organisation. Your time away can reinvigorate you and help you boost your team's morale on your return.

What are the benefits of the EFP?

The EFP allows you to explore current theory and practice in leadership using learning approaches designed to explore, test and bring to life the latest thinking. You'll focus on the practical challenges leaders like yourself face in their daily lives.

During the EFP, you will gain:

- ▶ improved strategic capabilities to lead through uncertainty, complexity and change
- ▶ broader understanding of the 'public value' you and your organisation can create
- ▶ deeper insights into the public sector including politics, the media and the international sphere
- ▶ knowledge of alternative models of service delivery
- ▶ adaptive leadership skills
- ▶ skills for dealing with complex problems in situations of contested authority
- ▶ increased understanding of how to shape organisational culture and lead staff
- ▶ awareness of the opportunities and challenges of engagement in the Indo-Pacific region
- ▶ specific insights from the Singapore experience
- ▶ a greater sense of self-as-leader.

The EFP is guided by leading local and international academics, including faculty from the Lee Kuan Yew School of Public Policy (Singapore), the Harvard Kennedy School (USA) and Warwick University (UK), as well as senior practitioners and experts across all sectors. This allows you to develop a national and international network that will support you during the program and throughout your career.



The EFP set me up to manage a new role ... my three weeks actually lifted the whole team. I taught them what I learned.



They were ready to include a representative from the not-for-profit sector in their group and that's how I got to be integrated. It's a fantastic course ... and addresses a lot of the questions we have about how to be different leaders in this environment that is changing all the time.



How can I approach my authorising environment about undertaking the EFP?

Past not-for-profit participants have found it useful to prepare a concise paper that includes a recommendation that they undertake the EFP.

It is helpful to use a standard template and briefly outline:

- ▶ how the EFP aligns with your organisation's strategic and business plans, and your personal development goals
- ▶ how the EFP will help you build capability for your organisation, particularly by building your understanding of the needs of, and reporting to, government
- ▶ the time required and how you will delegate authority or redistribute workload in your absence
- ▶ the financial implications
- ▶ a recommendation that the board or relevant board sub-committee pass approve/pass a resolution for you to undertake the EFP.

You may want to provide background information about the EFP as clearly labelled attachments for those who want to know more about the program.

Be mindful of the timing required to prepare the paper and your organisation's governance meetings schedule. You may need to consider submitting the paper for out-of-session approval to ensure you can meet the EFP application deadline.

How can I justify the cost and travel to my organisation?

ANZSOG offers scholarships to encourage and support capable, ambitious not-for-profit senior executives and their organisations to apply. The scholarship offers a substantial reduction in program fees (currently 50%).

The EFP is an investment in your organisation's future. It will help you become a better leader and give you the techniques to deliver major benefits to your organisation.

The EFP requires attendance in Brisbane, Singapore and Melbourne. This travel gives you a unique opportunity to develop national and international networks that will benefit your organisation and last throughout your career.

How can I speak with an EFP alumni from the not-for-profit sector?

EFP alumni are essential sources of information to help you make your decision about applying for the program.

Contact the Program Coordinator on +61 3 8344 1990 or programs_team@anzsog.edu.au to arrange an introduction.

How do I apply for the EFP?

Contact the Program Coordinator on +61 3 8344 1990 or programs_team@anzsog.edu.au to request an application form.

How long will it take to complete the application?

You should allow a few hours to prepare a personal statement and complete your application. You will need to include a copy of your current curriculum vitae.

How is the application assessed?

A selection committee and the ANZSOG Dean assess EFP applications based on merit.

How do I find out more about the EFP?

Contact the Program Coordinator on +61 3 8344 1990 or programs_team@anzsog.edu.au.

Download the EFP brochure at anzsog.edu.au/efp

You can also follow ANZSOG on:

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