

Build your leaders' capability 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 public sector senior executives and it can help you build the capability of your senior leaders.

Australian and New Zealand public sector agencies rely on the capabilities of their people to achieve the outcomes required.

Capability building is a significant investment that requires a systematic approach to learning and development. Our structured EFP, designed by government for government, will equip your senior staff with the leadership, management and strategic skills to navigate these challenges. While business schools teach how to create shareholder value, ANZSOG helps public sector leaders learn how to create public value, resulting in positive impacts for agencies, jurisdictions and communities.

What benefits will the EFP deliver to my organisation?

Building the capabilities of your senior leaders demonstrates your commitment to learning and development, and can help you attract and retain staff.

The EFP allows your senior leaders to explore current theory and practice in leadership using learning approaches designed to explore, test and bring to life the latest thinking. The program focuses on the practical challenges public sector leaders face in their daily lives.

During the EFP, your senior leaders 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 public 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
- ▶ a greater sense of self-as-leader.

EFP graduates are better equipped to lead staff, shape organisational culture, identify emerging opportunities, manage complex problems and create public value for your organisation. With these new skills, these leaders will help you build a flexible and adaptable workforce unpinning by sound management and leadership skills.

The EFP is guided by leading local and international academics, including faculty from the Lee Kuan Yew School of Public Policy (Singapore), the University of British Columbia (Canada) and Warwick University (UK), as well as senior practitioners and experts across all sectors.

Who should I nominate for the EFP?

The EFP is right for senior executives who need to further develop their leadership, management and strategic skills. It will build and strengthen their leadership capabilities and give them the confidence to make a significant impact for their organisation.

We recommend that you nominate:

- ▶ senior public sector executives, such as deputy secretaries
- ▶ executives who report to deputy secretaries or are two levels below CEO
- ▶ senior not-for-profit sector executives
- ▶ international equivalent levels; other experienced, high-performing senior leaders.

Over an intensive and immersive three weeks, participants will learn from world-renowned academics and top practitioners, while studying with their high-performing peers in the public and not-for-profit sectors. This allows your senior leaders to develop a national and international network that will support them during the program and throughout their career.

The EFP will give your senior leaders a global perspective, develop their adaptive capacity to lead your organisation and teach them how to leverage their influence and relationships to create and deliver public value.

The EFP suits senior public sector executives working in diverse roles including communications, human resources, IT, policy development or implementation, and service delivery.

We encourage you to nominate Aboriginal and Torres Strait Islander peoples, people with disability and peoples and those from culturally and linguistically diverse backgrounds.



“Improving diversity and how important that is to get better decision-making and to build a really strong vibrant culture within the organisation is one of the key learnings I’ll take away from the EFP.”

- Dallas D’Silva, Director Fisheries Policy and Licensing, Victorian Fisheries Authority VIC (EFP 2017)



How will the EFP impact my staff’s work commitments?

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

You can plan for your staff’s time away by backfilling their role, or encouraging them to redistribute their workload or delegate authority to minimise the impact of their absence.

While resourcing may be challenging, the EFP is a personal and professional investment that will make your senior executives more effective and efficient leaders who can deliver real value to your organisation. Their time away can reinvigorate them and help boost their team’s capabilities and morale on their return.

How can I justify the expenditure?

The EFP is an investment in your organisation’s future. It will help you develop better leaders, and give them the skills and techniques to deliver major benefits to your organisation.

The program was developed by government, for government so that it closely aligns with the organisational capabilities needed in the public sector. While business schools teach how to create shareholder value, ANZSOG helps public sector leaders learn how to create public value, resulting in positive impacts for agencies, jurisdictions and communities.

The expenditure can be allocated against your organisational priorities for learning and development.

How can I find out more about the value of the EFP program?

ANZSOG alumni are essential sources of information about the professional value of the EFP program. They can share their stories of the positive impacts they have made to their organisations on completion of the EFP.

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

How do my staff apply for the EFP?

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

ANZSOG provides applicants working for the Commonwealth or Victorian governments with a standard application form. If you work in another jurisdiction, we’ll put you in touch with the appropriate agency or public sector commission contact to coordinate your application.

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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“The EFP program has provided great insights to thinking about leadership on a deep level.”

- Leanne Wright, Regional Director Darling Downs South West Region, Department of Education and Training QLD (EFP 2017)

Contact us

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