

The Victorian Public Sector Directors, Managers and Emerging Leaders Forum 2017

Enhancing Effectiveness and Accelerating the Career
Advancement of Managers, Officers and Emerging Leaders
within the Public Service

FEATURED SPEAKERS



Simon Hollingsworth
Deputy Secretary, Budget and Finance
Department of Treasury and Finance, Victoria



Dr Gillian Sparkes
Commissioner for Environmental Sustainability, Victoria
Office of the Commissioner for
Environmental Sustainability, Victoria



Commissioner Ro Allen
Gender And Sexuality Commissioner
Department of Premier and Cabinet, Victoria



Paul Broderick
CEO and Commissioner
State Revenue Office Victoria



Simon Cohen Deputy Secretary, Regulation and
Director, Consumer Affairs Victoria
Department of Justice and Regulation Victoria



Gabrielle Reilly
Human Resources Group Director
Victoria Police



James O'Halloran
Deputy Commissioner Superannuation
Australian Taxation Office



Lee Miezis Deputy Secretary, Forest, Fire and Regions
Department of Environment, Land,
Water and Planning, Victoria



Craig Dent
Chief Executive Officer
State Trustees



Michael Stephenson ASM
Executive Director Emergency Operations
Ambulance Victoria



Lorelle Black
Executive Women's Leadership Coach
LBD Career Coaching



Chris Webb
Executive Director, Regulatory Practice and Strategy
Environment Protection Authority Victoria



Dr Cath Wilkins
Senior Sergeant, Road Policing Strategy Division
Victoria Police



Jude Horrill
Director
Jude Horrill Consulting



Brian Carroll
Founder and Director
Performance Development



Ann Wright
Executive Coach ACC
Ann Wright Consulting

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2017 Theme:
'Leading with Vision'

Pre-Forum Workshop
13 June 2017

Forum
14 & 15 June 2017

Post-Forum Workshop
16 June 2017

Rendezvous Hotel, Melbourne

- Develop an authentic leadership style
- Establish core skills and develop your brand as a new leader
- Inspire transformation and lead change in a dynamic environment
- Engage teams around a compelling vision

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9.00 - 4.30

Unleash the leader within - Leveraging your leadership style

Leadership begins with you. Leaders are the drivers of vision and values in an organisation, engaging and enabling their teams to achieve success and reach a higher potential guiding them through complexities of the Victorian Public Sector.

For emerging leaders to effectively manage their team's challenges and stressors, and shape a leadership vision for the future, they must first master their own minds, their own needs and values, and unlock the resilience critical for success.

In this highly interactive one day workshop, Brian Carroll will offer opportunities for mindful self-reflection, and provide you with both the insight and techniques you need to become a more emotionally intelligent and effective leader. The workshop will delve into the concepts and strategies that can enable you to build upon your inherent strengths and unleash the full power of the leadership potential within.

The resilient leader - Remaining fierce in the face of challenges

- Recognising signs of stress within yourself
- Identifying and freeing yourself from unnecessary self-generated stress
- Understanding your pressure points through developing mindfulness
- Strategies for positively managing stress and strengthening your leadership resilience

Leading with emotional intelligence

- Evaluating your EQ and identifying opportunities for further growth and leadership development
- Understanding the impact of your EQ on the way you are perceived as a leader in your workplace
- Leveraging your emotional intelligence in the workplace – Soft skills that can deliver hard results
- Embracing qualities of empathy and understanding to become a more caring leader

Self-Awareness: Know thyself

- Identifying your innate strengths and potential derailers as a leader – Avoiding the trap of omnipotence
- Know yourself, improve yourself and learn to complement thyself
- To what extent are your career drivers and needs being met? Are you getting the job satisfaction you need so that you will care enough about the job satisfaction of others?

Leading with influence rather than authority

- An activity to help assess how persuasive you can be
- Becoming more open to opposing views
- Developing self-reflective practice

Expert Facilitator: Brian Carroll Founder and Director

Performance Development

Brian is a psychologist with over twenty years experience providing corporate training and HR consulting solutions that improve business outcomes - through leadership development, management skills training, performance coaching and best-practice recruitment processes. Brian's strengths are in helping develop the capabilities of people and businesses, with a focus on growth and achievement in an era of "disruption".

He founded Performance Development in 1989 - a consulting business based in Melbourne, Australia. As an experienced leadership coach, he brings a deep insight into the dynamics of behaviour change - guiding people to develop greater competence, clarity and confidence within themselves. To achieve this type of enduring change sometimes will require a shift in thinking and mindset.

Through results-oriented coaching, consulting and training, he focusses on capability development in areas such as influencing effectiveness, interview preparation, people management, public speaking, negotiating skills and personal resilience for example.

His corporate training business provides real-world training solutions that equip participants with tools and techniques that can be applied immediately -.making an enduring improvement to the results they deliver.

Specialties include:

Design and delivery of tailored training and coaching solutions that improve individual, team and business capability

- Leadership & Management Training
- Presentation & Public Speaking Skills
- Influencing & Negotiating Skills
- Recruitment & Selection Interviewing Skills
- Stress Management & Resilience
- Team Building



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Day One 14 June 2017

2017 Theme: 'Leading with Vision'

Effective leaders establish a vision for their team and their organisation, guiding growth and cultivating the desire to improve and succeed. But, how do you engage your team with the vision and inspire them to perform at their peak? What future do you envisage for your organisation? This event will explore this concept and guide current and emerging leaders toward creating a more compelling vision and explore the leadership capabilities required to make it a reality.

8.30 - 8.55 Registration and Morning Coffee

8.55 - 9.00 Official Welcome and Opening Remarks from the Chair

9.00 - 9.40 OPENING KEYNOTE CASE STUDY

Influencing stakeholders and achieving buy-in

Government is complex and getting everyone on the same page can seem impossible. Renowned for his people management skills, Paul understands how to effectively engage with stakeholders. In this session, Paul will explore how using authenticity to build long-lasting trusting relationships has been key to his success:

- Understanding how your approach sets the tone for your relationship
- Gaining respect from those more experienced and senior than you
- Evaluating your past experiences in order to improve

Paul Broderick CEO and Commissioner
State Revenue Office Victoria

9.40 - 9.50 Questions and Discussion

9.50 - 10.30 CASE STUDY

Relationships in a fluid Public Sector

Building and maintaining strong professional relationships across departments and sectors is essential in establishing yourself as a successful leader. Clear communication opens doors to stronger support groups and valuable expertise and can unlock unknown opportunities. James will explore the skills needed to achieve successful relationships as a leader. Discuss:

- Building relationships on mutual respect
- Stakeholder engagement
- Working together to pursue the same goals

James O'Halloran Deputy Commissioner
Superannuation
Australian Taxation Office

10.30 - 10.40 Questions and Discussion

10.40 - 10.55 Morning Tea

10.55 - 11.35 CASE STUDY

Inspiring transformation within the Public Sector

Change is inevitable in the Victorian Public Sector and it is important to see change as an opportunity to enable progress. Having led State Trustees through significant organisational transformation, Craig will reflect upon the challenges he faced and how he kept momentum. He will discuss:

- Having courage to implement and sustain organisational change
- Methods to motivate a team towards a shared vision
- Overcoming leadership challenges

Craig Dent Chief Executive Officer
State Trustees

11.35 - 11.45 Questions and Discussion

11.45 - 12.25 CASE STUDY

Courageous leadership - Being part of the solution

Leaders in any environment face tough decisions and challenging situations, but for leaders in the Public Sector there is a broader impact and accountability that extends beyond their team, into the community and the country. It takes courage and a clear sense of values to embrace the responsibilities of Public Sector leadership. In this session Gillian reflects on the nature of courageous leadership and the influence of her industry background on her role as a solutions focussed leader in the Public Sector. Explore:

- Understanding your values and what you believe in
- Staying true to your values whilst choosing your battles
- Having courage in the decisions you make and being resilient to outcome

Dr Gillian Sparkes Commissioner for Environmental Sustainability, Victoria
Office of the Commissioner for Environmental Sustainability, Victoria

12.25 - 12.35 Questions and Discussion

12.35 - 1.35 Networking Lunch

1.35 - 2.25 EXPERT COMMENTARY

Leadership for agility

The Public Sector is constantly changing to keep up with the needs of Australians. As a result, leaders need to shift the way they lead and their approach to change. Jude will discuss the benefits of putting employees in the driver's seat of change, and how to:

- Build a change ready environment
- Empower employee agility
- Enhance engagement to drive performance and future resilience

Jude Horrill Director
Jude Horrill Consulting

2.25 - 2.35 Questions and Discussion

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3 - 4	5 - 9	10 - 14	15 +
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Day Two 15 June 2017

2.35 - 3.05 CASE STUDY

Motivating your team to thrive

Creating a better tomorrow is a core priority for the Victorian Public Sector, and leaders must possess the skills to align teams with shared values. To achieve its goals, government requires its workforce to understand the importance of personal accountability and responsibility, calling for united and motivated teams. Lee will discuss how he builds high performing teams through motivation and communication.

Discuss:

- Handing over responsibility to encourage ownership
- Sharing the vision – sharing the triumphs
- Learning what motivates your team

Lee Miezis Deputy Secretary, Forest, Fire and Regions
Department of Environment, Land, Water and Planning, Victoria

3.05 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea

3.30 - 4.20 CASE STUDY

Inclusion and the benefits of diversity in leadership

Emerging leaders in the Victorian Public Sector are encountering a more diverse and varied workforce than ever before, and must possess the knowledge and skills to match. As the First Gender and Sexuality Commissioner for the Victorian Public Sector, Rowena has been a pioneer in government, forging her own career path, drawing on experience from her extensive leadership background. In this session she will reflect on what it means to be a leader in the modern Victorian Public Sector and the importance of inclusion and diversity. Discuss:

- Building relationships on mutual respect
- Embracing differences to make a big difference
- Understanding how the concepts of diversity and inclusion differ

Commissioner Ro Allen Gender And Sexuality Commissioner
Department of Premier and Cabinet, Victoria

4.20 - 4.30 Questions and Discussion

4.30 Concluding Remarks from the Chair

NETWORKING RECEPTION

4:30 - 5:30PM

Make the most of your experience, join us to network over complimentary canapés and drinks

FOLLOW THIS EVENT

Tweet about this event using the hashtag #VEL17 and @LiquidLearning for daily industry updates!

8.30 - 8.55 Morning Coffee

8.55 - 9.00 Opening Remarks from the Chair

9.00 - 9.40 OPENING CASE STUDY

Building resilience and knowing when to change

Successful organisations require proactive leadership and an ability to anticipate change, or adapt quickly to it. Fiscal constraints can provide an opportunity for renewal and changes in approach rather than acting as a barrier to change. Using a practical Public Sector example, Simon will discuss the ways to build a case for change and to engage with your workforce to ensure they remain resilient and focused.

Simon Hollingsworth Deputy Secretary, Budget and Finance
Department of Treasury and Finance, Victoria

9.40 - 9.50 Questions and Discussion

9.50 - 10.20 CASE STUDY

Achieving authentic leadership in a technologically transformed Public Sector

Australian Government has ever growing technological demands, accelerating the need for change. As digital transformation leads to tighter deadlines and higher expectations, this can place additional pressures on the way leaders manage their teams. Leading the Immigration Identity and Biometrics Division, Joe will discuss how being authentic during difficult change has shaped his career. Explore:

- Overcoming leadership challenges presented by technology
- Can you be adaptive whilst being authentic?
- Actions speak louder than words - How others perceive you

Lorelle Black

Executive Women's Leadership Coach
LBD Career Coaching

10.20 - 10.30 Questions and Discussion

10.30 - 10.45 Morning Tea

10.45 - 11.05 CASE STUDY

Creating and maintaining positive organisational culture

The Public Sector recognises that ethics, values and workplace culture are an important part of creating a productive team. As a leader, understanding these elements will contribute to successfully guiding a team through challenging times. Chris will discuss:

- Understanding the importance of culture in the workplace
- Nurturing organisational culture
- Navigating reactions to cultural change

Chris Webb Executive Director, Regulatory Practice and Strategy
Environment Protection Authority Victoria

11.05 - 11.15 Questions and Discussion



SUPER SAVER DISCOUNT

Receive up to \$300 off registration if you register and pay by 19 April 2017



EARLY BIRD DISCOUNT

Receive up to \$200 off registration if you register and pay by 10 May 2017

Discovering the leader within and facing new challenges

11.15 - 12.05 CASE STUDY

Taking over the reins - How to establish yourself as the new leader of a team

It is unsettling for any team or organisation to accept and embrace a new leader. Establishing credibility and gaining the trust can take time, but new leaders need to demonstrate what they can add from day one. In this session, Simon Cohen will address matters such as:

- Strategies for Day 1 in a new team or organisation
- Setting and communicating priorities effectively
- Getting the best out of your new team

Simon Cohen Deputy Secretary, Regulation and Director, Consumer Affairs Victoria
Department of Justice and Regulation Victoria

12.05 - 12.15 Questions and Discussion

12.15 - 1.15 Networking Lunch

1.15 - 2.15 INTERACTIVE PANEL DISCUSSION

Working collaboratively and maintaining relationships

With fluid movement in the Victorian Public Sector, departments and agencies must be proactive about working together. Collaboration takes many different forms, from ad hoc meetings to planned projects across departments, the key is to build successful relationships to achieve desired outcomes. This panel of experienced leaders will reflect on some of their experiences and lead a discussion on:

- Establishing your own authenticity to build lasting networks
- Effective ways of staying in touch
- Utilising your connections and your teams

Dr Cath Wilkins Senior Sergeant, Road Policing Strategy Division
Victoria Police

Michael Stephenson ASM Executive Director Emergency Operations
Ambulance Victoria

Chris Webb Executive Director, Regulatory Practice and Strategy
Environment Protection Authority Victoria

Gabrielle Reilly Human Resources Group Director
Victoria Police

2.15 - 3.05 EXPERT COMMENTARY

Managing role transitions

The Victorian Public Sector faces frequent role changes, resulting in organisational shift. Taking on a new challenge can be both exhilarating and terrifying, obstacles and barriers will need to be challenged and overcome. During transitional phases guidance may not always be as supportive as it should be. Ann knows how difficult these transitions can be and in this session, she will lay out her roadmap for identifying the right next role for you and help make the transition as smooth as possible. She will elaborate on:

- When and how to work out 'what next'
- Gathering clarity about what you offer and what you want
- Establishing yourself in a new role

Ann Wright Executive Coach ACC
Ann Wright Consulting

3.05 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea

3.30 - 4.30 INTERACTIVE CLOSING ROUNDTABLE

Future directions for Victorian Public Sector leaders

This interactive discussion will provide the audience with an opportunity to revisit the themes and topics covered over the course of the two-day forum. This will allow for opportunities to reflect upon strengths and weaknesses as a leader, giving attendees a chance to prioritise a set of changes they can make to improve their effectiveness as leaders. Explore:

- Evaluating your current vision
- Creating a clear vision to lead your team
- Tools to effectively communicating your vision

Lorelle Black Executive Women's Leadership Coach
LBD Career Coaching

4.30 Concluding Remarks from the Chair and Forum Close

ABOUT THE EVENT

Public Sector leaders confront change and disruption on a daily basis. Managing these challenges and developing strategies to overcome obstacles has become integral to achieving success. Understanding the vision and values of the Victorian Public Sector is crucial, but a leader must possess the skills to embed these values in their team culture, and connect the vision to reality.

Collaboration between the Public and Private Sectors is increasing, and Public Sector leadership must adapt to keep up with trends in the corporate world. Leaders must have a diverse skill set to initiate and facilitate change, which can commonly present as organisational restructuring or policy reform. It is important that leaders see change as opportunity and foster a positive and proactive relationship with it. Leaders set the tone for success, so their approach to establishing the right culture is pivotal.

The Victorian Public Sector Directors, Managers and Emerging Leaders Forum 2017 is the chance for aspiring Victorian Public Sector Upper Grade Leaders and Executive Officers to listen to the advice and experiences of established leaders who are driving change and reform at the executive level. In addition to developing a leadership skill set fit for the executive level, participants will discover strategies and techniques to engage their teams and foster a culture of high performance.

WHO WILL ATTEND

- Upper VPSG Level
- EO3 Level
- Directors
- Assistant Directors
- Managers
- Assistant Managers
- Branch / Section Managers
- APS 5-6
- EL1-2
- Senior Officers
- Policy Officers / Advisers



Post-Forum Workshop

16 June 2017

9.00 - 4.30

Building a positive culture to foster improved outcomes

Culture and values drive human behaviour and set the stage for much of what we do at work. In the constantly changing landscape of the Victorian Public Sector, it is important to build a workplace culture that fosters positivity and productivity. With the challenges that come with such change, establishing that positive workplace culture allows for the communication necessary to encourage better outcomes and results. Leaders in the Victorian Public Sector must be equipped with the skills to proactively drive culture.

One of the most important skills to develop as a leader is the ability to foster innovation and adaptiveness. Through these skills leaders can fine tune their strategy and develop a strong positive culture. Acting proactively to meet the varied needs of people in the workplace will generate trust and consequently drive productivity.

In this experiential workshop our expert facilitator, Ann, will deliver the tools to enhance your leadership and build the right culture for your team to flourish.

Proactive Leadership

- Taking time to clarify your motivating values and compelling purpose
- Understanding how purpose drives your and your team's performance
- Reflecting and synthesising your past and future leadership

Working within and adapting the VPS culture

- Understanding the culture and desired culture
- Responding to varying demands
- Bringing out the best

Leveraging leadership in a diverse team

- Fostering creativity and collaboration
- Being authentic
- Sharing experiences and lessons learnt

Developing contemporary working practices

- Making flexibility work for your team
- Improving workforce mobility
- Preparing for the unknown

Expert Facilitator: Ann Wright Executive Coach ACC

Ann Wright Consulting

Ann is an experienced, values-driven manager and leader specialising in personal and organisation change. She works with her clients to readjust their perspective, identify options, focus and move forward providing insightful guidance and appropriate challenge to help clients improve their professional effectiveness, navigate career or role transitions and develop personally and professionally. She is facilitative and solutions-focused. She believes that clarity of purpose and language are key to successful communication, decision-making and change.

Ann's management experience is in the not-for-profit and government sectors (Victoria State and New Zealand). Her senior management roles include Group Manager Human Resources, Airways Corporation (NZ); Director Portfolio Division and Deputy Chief Executive of the Royal Australasian College of Surgeons; Manager, Organisational Development Branch, Department of Education and Early Childhood Development; and Director, Organisational Development, Department of Primary Industries.

She is an Accredited Certified Coach (ACC), Graduate of the Australian Institute of Directors and holds a Masters in Public Policy, B.Sc. (Honours, Psychology) and Graduate Certificates in Organisational Coaching and Career Development.

WORKSHOP SCHEDULE

- | | | | | | |
|-----------------|---------------------|-----------------|----------------------|---------------|--------------------------|
| • 8.30 - 9.00 | Registration | • 11.00 - 12.30 | Session Two | • 3.00 - 3.20 | Afternoon Tea |
| • 9.00 - 10.40 | Session One | • 12.30 - 1.30 | Lunch | • 3.20 - 4.30 | Session Four |
| • 10.40 - 11.00 | Morning Tea | • 1.30 - 3.00 | Session Three | • 4.30 | Close of Workshop |

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