The 3rd Public Sector Director and Executive Level Leadership Forum 2016

A Blueprint to Reinforce Effective Leadership for Executive Level Leaders, Directors and Senior Managers in a Changing Environment

Liquid Learning is delighted to present the 3rd Public Sector, Director and Executive Level Leadership Forum 2016, the premier event to discover new strategies in leadership. Featuring stories of success and expert leadership advice in the current changing climate, this is a focused event tailored to Federal EL1/EL2 levels and State government equivalents.

FEATURED SPEAKERS

Michael Pezzullo Secretary Department of Immigration and Border Protection

Major General Stuart Lyle Smith AO DSC Deputy Chief of Joint Operations Department of Defence

Belinda Clark Public Sector Commissioner Victorian Public Sector Commission

Maree Walk Deputy Secretary, Programs and Services Department of Family and Community Services NSW

Stephen Allen Assistant Commissioner Department of Immigration and Border Protection

Amanda McIntyre Chief Financial Officer - First Assistant Secretary Department of the Prime Minister and Cabinet

Dr Paul Paterson Chief Economist Department of Communications and the Arts

Professor John Wanna The Sir John Bunting Chair of Public Administration Australia and New Zealand School of Government (ANZSOG)

Colin Walker Assistant Commissioner, Practitioner Risk and Consultation Australian Taxation Office

Doris Gibb Senior Assistant Ombudsman, Immigration and Overseas Students Commonwealth Ombudsman

Greg Hammond Executive Director, Capital Works and Infrastructure Justice and Community Safety Directorate

Jo Schumann Executive Director, Corporate Division Murray Darling Basin Authority

David de Carvalho Deputy Secretary Strategic Reform and Policy Department of Family and Community Services NSW

Julie Field Executive Director of Legislation, Policy and Programs Justice and Community Safety Directorate

Kathy Hilyard Managing Director People and Strategy and Leaderbility

Mick Palmer AO APM Former Commissioner Australian Federal Police Director Mick Palmer Associates

Karen Simmons Transformation and Change Agent The Change Executive Pty Ltd

Mark Butz Principal Futures by Design

Proven techniques for success and influential leadership

Leading high performance teams through transition and transformation

Building resilience and driving strategic reform in times of uncertainty

Practical tools for improving, innovating and empowering leadership in the Public Sector

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Leading Change: Envisioning and Communicating a Better Future

With a new chapter of major change and transformation upon us, the challenges facing Public Sector leaders are both vast and complex. Leaders need to ensure the expansion of their mindset and capabilities to deal with the challenges of senior leadership and engage in strategic decision making. An adaptive mindset is crucial and leaders need to be able implement their initiatives and skills to transform their teams and organisations. Successful executive level leaders employ change leadership skills to enable them to lead the strategy, planning and implementation of effective change in the Public Sector. Karen will provide practical tools for:

Maximising influence and engagement within your team:
• Communicating with clarity and precision
• Practical tools for optimal behavioural change
• Positive employee engagement

Value-laden leadership:
• Practical strategies for driving organisational and cultural change
• Exploring new ways of thinking and fostering innovation within the team
• Tools for improving, innovating and empowering your leadership

Business strategy alignment:
• The design and development of coherent capabilities
• Practical tools to effectively engage and connect stakeholders with the vision of the organisation
• Strategies to assist in championing new direction

Enhancing your communication skills:
• Developing an authentic voice
• Strengthening strategic communication skills
• Encouraging and fostering collaborative thinking and working

Expert Facilitator: Karen Simmons  
Transformation and Change Agent  
The Change Executive Pty Ltd

Karen is a senior transformation professional with a passion for, and proven track record of improving organisational and people performance in private sector, government, and not-for-profit organisations on an international scale. Karen has over 25 years hands-on experience operating at senior, international executive-level in both permanent and interim positions held in international organisations, with focus on leading, shaping and implementing large scale organisation transformational change, turnaround and growth programs. Karen is an inspiring leader of large, diverse, and remote multinational teams and has a strong ability to assimilate complex issues and data quickly, and translate this into pragmatic, effective and efficient solutions every time. With experience across a diverse and challenging range of business environments and industry sectors at a senior level, Karen has a strong track record in leading business transformation programs delivering tangible business results. Karen has successfully project managed organisational start-ups in Australia, USA and Europe, including development, roll-out and performance auditing of global franchise processes. She is passionate about improving people performance linked to business success and is experienced in designing and delivering high value, practical personal development services through consulting, coaching and training in a diverse range of settings.
Day One 16 March 2016

Leading Through Times of Change
This forum will explore the challenges of leading organisational change and driving strategic reform in times of uncertainty. Case studies will explore aligning the organisation and the team with strategic direction in a constantly evolving sector. It will also investigate the future of executive level leadership and examine the tools and strategies required to engage with and influence teams, fellow executives and senior leadership.

8.30 - 8.55 Registration and Morning Coffee
8.55 - 9.00 Official Welcome and Opening Remarks from the Chair
9.00 - 9.30 KEYNOTE CASE STUDY
Keynote Address exploring the changing landscape of the Public Sector
Michael Pezzullo Secretary
Department of Immigration and Border Protection
9.30 - 9.40 Questions and Discussion
9.40 - 10.00 CASE STUDY
The future of Public Sector leadership
Departments, agencies and executive leaders must evolve to meet the demands of the Australian people. In this session, Paul will explore the changing nature of leadership in the Public Sector, the skills demanded by the current climate and how leaders must adapt to ensure they continue to lead optimally and provide quality service delivery now and into the future. In this session, Paul will explore:
• Creating a dedicated team and aligning their vision with the organisation
• Engaging collaboratively with departmental staff and across the portfolio to strengthen research and analytical capabilities
• An economic perspective of change management
Dr Paul Paterson Chief Economist
Department of Communications and the Arts
10.00 - 10.30 Questions and Discussion
10.30 - 10.50 EXPERT COMMENTARY
Resilient leadership - Overcoming challenges and adapting to change within the Public Sector
Building resilience is an essential part of adapting to change within the Public Sector. In this session, an expert will share their personal experience of overcoming obstacles to build a successful career within the Public Sector and corporate training sector. They will outline strategies to face the challenges presented by change and to build resilience. Discuss:
• A story of success: From stutterer to speech coach
• Understanding resistance to change and developing strategies to adapt
• Dealing with challenging situations and overcoming difficult obstacles
TBA
10.50 - 11.15 CASE STUDY
Cultural change and leadership in a time of austerity measures
With austerity measures across the Public Sector

11.35 - 11.45 Questions and Discussion
11.45 - 12.25 CASE STUDY
Maintaining productivity and positivity in the workplace in times of uncertainty
Leadership practices and behaviours exhibited and endorsed by executive leaders define the culture of the workplace. As pressures and workloads increase, it is critical that leaders have a range of tools and practices to assist them with increasing the morale at work and managing performance. In this session, Doris will:
• Offer practical tools and strategies to improve your workplace
• Share experiences of increasing productivity within a team and organisation
• Outline key behaviours of leaders who achieve the balance between people and results
Doris Gibb Senior Assistant Ombudsman, Immigration and Overseas Students
Commonwealth Ombudsman
12.25 - 12.35 Questions and Discussion
12.35 - 1.35 Networking Lunch
1.35 - 2.35 INTERACTIVE PANEL DISCUSSION
Mastering the balancing act of management and leadership to maximise the potential of your team
Central to an executive’s role is the optimisation of both management and leadership to ensure that teams operate effectively and productively. This interactive panel discussion will explore:
• Strategies for the formation of high performance teams to optimise departmental operations
• Knowing when to manage and when to lead
• Techniques for ensuring maximum team engagement and alignment to the vision and mission of your organisation
• Articulating your management and leadership priorities through communication strategies
Doris Gibb Senior Assistant Ombudsman, Immigration and Overseas Students
Commonwealth Ombudsman
Jo Schumann Executive Director, Corporate Division
Murray Darling Basin Authority
Belinda Clark Public Sector Commissioner
Victorian Public Sector Commission
David de Carvalho Deputy Secretary Strategic Reform and Policy
Department of Family and Community Services NSW
2.35 - 3.15 CASE STUDY
Managing a complex project in a challenging environment - Lessons from constructing new facilities in an operational prison
Leaders must continually embrace the dynamics of departments and agencies, executive leaders must adapt to satisfy the demands of governments and the Australian electorate. Professor John Wanna will discuss the changing nature of leadership in the Public Sector, focusing on the skills demanded by the current climate and how leaders must be adaptive to ensure long-term success. Discuss:
• Embracing and coping with cultural change
• How leaders can unlock potential in better leader interaction
• Adaptability and leadership strategies
Professor John Wanna The Sir John Bunting Chair of Public Administration
Australia and New Zealand School of Government (ANZSOG)

PLUS TWO WORKSHOPS!
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uncertainty and know how to respond to these growing pressures and manage change effectively. Every project delivers change and the effectiveness of projects is measured against the non-traditional key performance indicator of change. Drawing from his extensive experience, Greg will discuss the application of Kotter’s Eight Steps of Change model to a complex project, the construction of new facilities to meet the growing accommodation demand in the Alexander Maconochie Centre. Explore:

- The importance of mastering change leadership in complex, unstable environments
- Practical tips drawing from Kotter’s change model
- How to ensure consistent personal and department / agency high-performance when managing organisational change

Greg Hammond Executive Director, Capital Works and Infrastructure Justice and Community Safety Directorate

3.15 - 3.25 Questions and Discussion
3.25 - 3.40 Afternoon Tea
3.40 - 4.20 EXPERT COMMENTARY

Supporting high performance in the Public Sector
It is important that Public Sector leaders develop and cultivate a culture of high performance which involves encouraging employees and maintaining a positive workplace. They must be equipped with the appropriate skills and tools to achieve this and have the capabilities to support this. In this expert commentary session, Kathy will discuss:

- Key insights into creating a positive and productive environment
- Developing leaders to lead for high performance
- Building the right culture through practice, tools and a practical high performance framework

Kathy Hilyard Managing Director People and Strategy and Leaderbility

4.20 - 4.30 Questions and Discussion
4.30 Concluding Remarks from the Chair

4.30 - 5.30 NETWORKING RECEPTION

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

Follow this event on Twitter using the event hashtag #PSEL16 and @LiquidLearning for daily industry updates!

ALSO AVAILABLE

Policy Officers’ Intensive 2016
Canberra - 19, 20 & 21 January 2016
Melbourne - 15, 16 & 17 March 2016
Sydney - 21, 22 & 23 March 2016
Adelaide - 6, 7 & 8 April 2016
Brisbane - 26, 27 & 28 April 2016
Perth - 10, 11 & 12 May 2016

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EARLY BIRD DISCOUNT
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Day Two 17 March 2016

8.30 - 8.55 Morning Coffee
8.55 - 9.00 Opening Remarks from the Chair
9.00 - 9.30 OPENING CASE STUDY

Strengthening teams and building a culture of engagement
Good leadership is instrumental to good management and drives successful outcomes. Good leadership is about sharing the responsibility and fostering a positive team culture. Drawing from her extensive experience, Maree will discuss the values and behaviours that underpin effective leadership in successful organisations including:

- Working with staff through periods of change
- Lessons learned on her personal leadership journey
- The importance of valuing and acknowledging staff

Maree Walk Deputy Secretary, Programs and Services Department of Family and Community Services NSW

9.30 - 9.40 Questions and Discussion

9.40 - 10.05 CASE STUDY

Identifying and seizing opportunities
Senior executive leadership in the Public Sector presents a multitude of challenges including learning to operate in a competitive environment. Maintaining a personal and professional life and bouncing back from major career set-backs is a crucial skill. In this session, the presenter will explore leadership experiences and the key lessons they have learnt along their way. Discuss:

- Personal leadership journey and the challenges faced
- Key tactics for strategic leadership progression
- Tools to identify and employ your values in your team and organisation

TBA

10.05 - 10.20 Questions and Discussion
10.20 - 10.35 Morning Tea

10.35 - 11.05 CASE STUDY

Strategies for accelerated career progression and leadership transitioning
Advancing into and succeeding in Public Sector senior executive leadership requires a clear commitment to the Public Service and an emphasis on exceptional leadership. It can also be achieved while still maintaining work / life balance. Outlining your leadership goals and the steps required to achieve them is vital to effectively transition between roles, organisations and departments. Amanda has over 18 years’ experience in both the public and private sector and including 5 years in Senior Executive roles. She will explore:

- Practical strategies for career progression and tools to develop an effective leadership plan
- The key to working flexibly and still maintaining career momentum
- Time management tips and strategies

Amanda McIntyre Chief Financial Officer, First Assistant Secretary Department of the Prime Minister and Cabinet

11.05 - 11.15 Questions and Discussion

TBA
The Past, Present and Future of Executive Leadership

Leading through times of change from a defence perspective
Public Sector leaders must provide effective leadership in a range of complex settings. Having years of experience in military leadership, Major General Stuart Smith has learnt various effective strategies and practical skills to cope in complex situations. In this session, he will share military models for leadership and will impart:
• The skills and attributes needed to exercise leadership in high pressure situations
• The effective implementation of a comprehensive approach
• Creating and leading teams and departments when facing adversity

Major General Stuart Lyle Smith AO DSC
Deputy Chief of Joint Operations
Department of Defence

Questions and Discussion

About the Event

During times of change and transformation, leaders are confronted with complex challenges and need to be equipped with the appropriate tools and strategies to overcome them. The Forum will explore the changing nature of leadership in the Public Sector and most importantly, the skills and competencies demanded by leaders and senior management to perform and deliver results. Leaders must learn to be resilient and adaptive to satisfy the demands of the Australian electorate and governments to continue to lead optimally.

Aimed at executive leaders in the upper-middle and senior management layers who want to further develop their ability to reflect and act on a strategic level, the forum will explore a range of topics within leadership: driving and organisational change, change management vs change leadership, thriving in times of uncertainty, optimising workforce engagement and collaborative leadership strategies.

The recognition, initiation and management of long-term effective change
Change is constant in the Public Sector and senior leaders must have a firm understanding of the concept of change leadership to ensure the future proficiency of Public Sector departments and agencies. Leaders must often initiate and implement positive changes to their teams and departments. This interactive panel discussion will explore:
• The salience of authentic and value laden leadership in uncertain times
• Overcoming resistance to change
• Identifying when a change is needed
• Engaging with stakeholders during the process and communicating objectives to them

Julie Field Executive Director of Legislation, Policy and Programs
Justice and Community Safety Directorate
Colin Walker Assistant Commissioner, Practitioner Risk and Consultation
Australian Taxation Office
Stephen Allen Assistant Commissioner
Department of Immigration and Border Protection

Networking Lunch

The Public Sector of the future: Executive leadership and change management
As the Australian Public Service constantly changes and evolves, executive leaders must evolve and adapt approach to ensure the provision of superior policy outcomes and high quality services to citizens. This interactive roundtable discussion will delve into what the future of leadership looks like and the changing role of leaders including the current and future challenges they are confronted with. Examine:
• Value laden leadership and the key roles that executive leaders play
• The impact of current changes on senior leaders and other changes we can anticipate over the next decade
• Priority areas for development of executive leadership capability to meet current and future challenges

Mark Butz Principal
Futures by Design

Concluding Remarks from the Chair and Summit Close

WHO WILL ATTEND

Executive Level Senior Management in the Public Sector including:
• Executive Banded Officers (APS6, EL1, EL2)
• Director
• Assistant Director
• Manager
• Assistant Manager
• Branch / Section Manager
• Division Manager / Director
• Business Manger
• Program Manger
• Project Manger

About the Event

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The 3rd Public Sector Director and Executive Level Leadership Forum 2016 will offer participants the opportunity to refine strategies and tools to lead high performance and operate through times of change. It will explore the core attributes of leading change in uncertain times and delve into the practical strategies and tools for helping leaders learn to lead in the face of organisational transition, transformation and challenging times.
Leading Authentically in times of Uncertainty and Ambiguity

For today's emerging leaders, it is crucial to understand and embrace the dynamics of uncertainty in order to truly lead effectively. In a complex and changing workforce with additional challenges depending on the current climate, successful leaders must have strategies and tools to refine and lead high performance. Leaders must navigate and operate within the context of factors such as changing budgetary priorities, organisational restructuring, recruitment freezes and effectively lead teams whilst coping with government policy changes. In this engaging and interactive workshop, Mick will explore the core attributes of leading change in uncertain times. He will share practical strategies and tools for helping leaders learn to lead authentically in the face of emotional transition and challenging circumstances. Explore:

Leading authentically:
- How to enhance authentic change leadership capacity in yourself and others
- Finding certainty in uncertain times
- The identification of strategies implemented by smart leaders in challenging times

Key attributes of successful leaders:
- Examine the linkage between stress, change and resilience
- Investigate why authenticity and trust are salient attributes for effective leadership
- How to facilitate fruitful leader interaction and unlock leadership potential

Practical tools to minimise the impact of uncertainty:
- How to develop greater poise, patience and agility
- How to respond to growing pressures and manage expectations
- Enhance leadership preparedness, maturity and acumen

Embracing an adaptive mindset and utilising skills to succeed:
- Strategic decision making and achieving improved leadership performance
- Inspire team members to change their expectations and perceptions to work towards common goals
- Mechanisms for leading under pressure in challenging, uncertain times

Expert Facilitator: Mick Palmer AO APM
Former Commissioner
Australian Federal Police
Director Mick Palmer Associates

Mick Palmer AO APM is a distinguished law enforcement professional who has conducted sensitive governmental and corporate inquiries since his retirement as Commissioner of the Australian Federal Police in 2001. He works in a solo capacity or with a panel of experts personally selected for each inquiry from a team of highly skilled professionals. These professionals are experienced and trusted colleagues who are leaders in a broad range of high-level disciplines. He received an Australian Police Medal in 1988 and became the Australian Federal Police Commissioner in 1994. Mick retired from the AFP Commissioner post in 2001, having gained the respect of high-profile policymakers and professionals. He stepped into the role of Associate Professor at Charles Sturt University's Australian Graduate School of Policing and conducted a number of reviews and inquiries for both the Federal and State governments as a private consultant, including the high-profile 2005 Cornelia Rau Report. He took up the role of Federal Government Inspector of Transport Security in 2004. Between 2004 and 2012, Mick headed many high-profile and sensitive reviews and inquiries, with a number of his inquiry reports being tabled in Parliament. He stepped down from his position as Inspector of Transport Security in June 2012. Mick today works as Mick Palmer & Associates – a high-level professional with a team of trusted colleagues with extensive experience across multiple disciplines.

WORKSHOP SCHEDULE

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

ALSO AVAILABLE

Neurotools for Change Management in Public Sector Workshop 2016

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## The 3rd Public Sector Director and Executive Level Leadership Forum 2016

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### Details Information

**3rd Public Sector Director and Executive Level Leadership Forum 2016**
15, 16, 17 & 18 March 2016

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### Card Details - Please charge my credit card for this registration:

- Card Type
  - Visa
  - MasterCard
  - American Express