

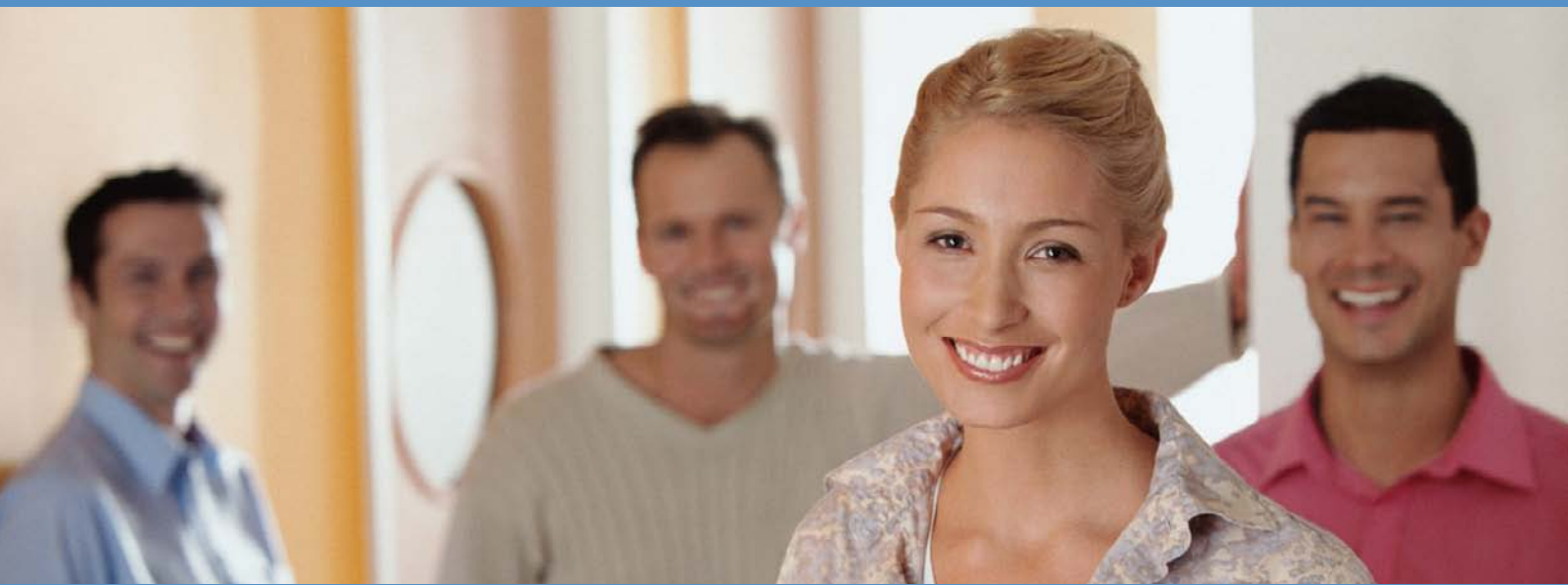


Australian Applied Management Colloquium

An Intensive Management Development Program. By Australian Industry. For Australian Industry.

Commences in Sydney December 2010 (6 month program)

Colloquium Prospectus



The Australian Applied Management Colloquium will set a new standard in the provision of practice-based, outcome-driven management development practices. The Colloquium is guided by input from major employers and employer groups throughout Australia.

The program is supported by dedicated industry research and informed by a National Advisory Board. The program responds to a recognised need to increase the quality of Australian management by promoting and enhancing the critical skills involved in managing others.



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An intensive management development program. By Australian Industry. For Australian industry.

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Colloquium

● ● ● What is the Australian Applied Management Colloquium?

The Australian Applied Management Colloquium is an intensive 6 month management development program that focuses on the critical dimensions of effective management.

The program provides a unique platform for frontline and mid-level managers to deeply explore their own strengths, weaknesses and opportunities as they relate to building and maintaining highly effective teams.



The Colloquium equips managers with the insights, skills and confidence to accelerate their own development as they strengthen the performance of their teams.

The program is underpinned by research carried out by the Workplace Training Advisory of Australia and responds to a widespread need to increase the quality of Australian management by promoting and enhancing the critical dimensions of managing others.

Who is the Colloquium for?

The Australian Applied Management Colloquium is designed for frontline and mid-level managers and team leaders with direct accountability for the performance of other staff. The program is also appropriate for individuals who aspire to progressing within their organisation to future leadership roles.



The University Club of Western Australia
Perth venue for the Australian Applied Management Colloquium

“ The high quality standard of the presentations coupled with the facilitation and management of the Colloquium workshops has allowed the participants to maximise their learning outcomes and build invaluable networks for further learnings ”

Lou Pontonio
Senior Sergeant, Victoria Police

● ● ● Program Methodology

The Australian Applied Management Colloquium employs a blended learning methodology based around peer knowledge-sharing, experiential exercises, practical workplace application and reflection.

Throughout the program, learnings are related back to the day-to-day realities and challenges of each participant. This process is enhanced through participant-generated discussions that unlock the existing skills and experience of participants.

The program alternates between different delivery modes to create a learning environment whereby participants remain engaged and challenged. The three primary delivery modes are intensive residential training, interactive management workshops, and one-to-one coaching.



Prior to the commencement of the program, participants complete a 360° feedback survey on core leadership and management competencies. Findings from the survey facilitate the development of an individual action plan that assists each participant to extract optimal value from the program.

Throughout the program, the following themes are addressed:

- Authenticity, Leadership & Management
- Team Dynamics
- Driving Performance
- Communication, Presence & Influence
- Innovation & Change
- Strategic & Operational Improvement
- Empowering You & Your Team: Driving a Continuous Learning Environment

Four coaching sessions are interwoven throughout the program. The coaching agenda is guided by the individual action plans and is critical in ensuring that the Colloquium experience delivers optimal value to each participant.

Workplace Sponsor

Participants are strongly encouraged to engage a more senior colleague from their organisation to support them as a Workplace Sponsor. The role of the Workplace Sponsor is to assist the program participant in driving the learning outcomes to practical on-the-job application.



● ● ● Colloquium Framework

Week 1

360° SURVEY

In the month preceding the commencement of the program, participants complete a 360° survey on core leadership and management competencies. Findings from the survey facilitate the development of an individual action plan that assists each participant to extract optimal value from the program.

Week 3

COACHING SESSION

During the first coaching session, participants receive feedback from the 360° survey and draft their individual action plan for the program.

Weeks 4

RESIDENTIAL PREPARATION

Prior to the first of two intensive residential sessions, participants are expected to undertake pre-reading and analysis in order to maximize their learning experience throughout the program. The materials support an in-depth reflection on individual learning readiness and styles.

RESIDENTIAL WORKSHOPS (3 days)

Day One: Authenticity, Leadership and Management

Participants explore what it takes to be an effective leader and manager using a strengths-based approach. This day introduces to participants a values-based leadership framework as they take a deep dive into the relationship between authenticity and effective leadership. Participants consider how to effectively synthesise their personal values with their organisation's to build a value-based culture.

Week 5

Day Two: Team Dynamics

The Team Dynamics module builds on the previous day as participants explore the practical implications of managing diverse and challenging teams. Participants examine the qualities shared by high-performing teams and identify effective strategies to foster cultures that support optimal teamwork.

Day Three: Driving Performance

The Driving Performance module supports participants to develop techniques to provide feedback, motivate and engage their team to exceed performance expectations. Participants identify key principles of performance management processes in order to ensure consistency with organisational objectives. This module also covers techniques involved in coaching others and building individual capability.

Week 8

COACHING SESSION

The coaching session ensures participants integrate their learnings and skills from the residential program back into their everyday life at work and addresses any key challenges they face in the implementation of their plans.

// The entire process provided a unique opportunity to take a snap shot of my performance as a manager. I was able to apply the knowledge learned throughout the course to rectify and improve my areas of weakness. This has made me a more effective manager and leader, which in turn has reflected across the entire enterprise. //

Michael Brennan

Business Manager, Cobram Irrigation



Week 11

MANAGEMENT WORKSHOP (1 day)

Communication, Presence and Influence

This day commences with an exploration of one's own preferred style of communicating and the impact of one's style on others. The workshops focus on effective communication and influencing at different levels - interpersonal, team and organisational. Participants will explore a range of tactics in theory before applying them at a practical level to their own situation at work.

Week 14

COACHING SESSION

The week 13 coaching session focuses on how the participant is progressing in relation to their individual action plan.

Week 16

MANAGEMENT WORKSHOP (1 day)

Innovation and Change

This day focuses on the management and leadership skills involved in driving innovation and change. Using a case study approach, participants critically discuss the application of relevant theory and explore the way in which innovation and change are inextricably intertwined. Participants then examine leadership challenges during times of crisis and pressure, gaining an understanding of the way in which leaders can build a flexible, agile organisation.

Week 20

RESIDENTIAL WORKSHOPS (2 days)

Day One: Strategic and Operational Improvement

This day involves participants working on a scenario-based case study using a variety of strategic problem-solving tools. Participants will explore ways to take an active role in managing the continuous improvement process in order to achieve the organisation's objectives.

Day Two: Empowering You and Your Team: Driving a Continuous Learning Environment

Adopting a future focus, this module supports participants in integrating their learnings from the Colloquium and establishing a firm foundation for continuous growth. Participants develop strategies to apply new skills in the workplace, identify techniques for empowering and developing others, and explore ways to create a learning environment that facilitates ongoing learning and development. The day concludes with each participant articulating their personal brand and developing strategies for communicating and using their brand to drive their career trajectory.

Week 24

COACHING SESSION (week 20)

This session wraps up the program, providing an opportunity to reflect, celebrate, and firmly focus on areas for ongoing improvement.



● ● ● National Advisory Board

The Australian Applied Management Colloquium is supported by a National Board of Advisors comprising an esteemed line-up of Australian experts from academia, government and industry. In addition to local members, the board is delighted to welcome the services of Professor Milenko Gudic from the Central & East European Management Development Association (CEEMAN). Professor Gudic brings a unique international perspective to this important initiative.

Board Members

- Gina McCredie, Chair, National Advisory Board, National Leadership Institute
- Professor Michael Barber, Vice-Chancellor, Flinders University
- Professor Paul Thomas AM, Vice-Chancellor and President, University of the Sunshine Coast
- Professor Shelda Debowski, Director of Organisational and Staff Development Services, University of WA
- Peter Mackey, Senior Industry Adviser - Education and Business Services, Austrade
- Inta Heimanis, Head of Careers and Scholarships, University of Sydney
- Air Vice Marshal Margaret Staib AM, CSC, Commander Joint Logistics, Australian Defence Force
- Professor Milenko Gudic, Director, Central & East European Management Development Association
- Belinda McLennan, CEO, Tasmanian Polytechnic
- Ahmed Yusuf, Ambassador, Adult Multicultural Education Services (AMES)
- Jenny Kelman, General Manager Human Resources, V/Line
- Penny Lovett, HR Director, Bupa Asia Pacific (HBA, MBF)
- Dr Jacqui Abbott, Head of Flexibility & Diversity, Allens Arthur Robinson
- Tom Richardson, Managing Partner, Deloitte Leadership Academy
- Dr Scott Eacott, Educational Leadership and Management, School of Education, University of Newcastle
- Karen Shaw, Liaison Manager, National Advisory Board, National Leadership Institute



Gina McCredie
Chair
National Advisory Board



Karen Shaw
Liaison Manager
National Advisory Board

● ● ● About the organiser

Workplace Training Advisory Australia has commissioned the National Leadership Institute (NLI) to assist in the design and development of the Australian Applied Management Colloquium. The NLI provides a range of leadership development services to public and private sector organisations throughout Australia.

In developing this program, WTAA's and NLI's focus has been on active learning, ensuring that training is always learner-centred, experiential and challenging. To ensure that all participants receive in-depth learning and support, our dynamic facilitators have the relevant industry knowledge, experience and professionalism.

● ● ● Colloquium Scholarship Program

As part of the Workplace Training Advisory of Australia's long-term commitment to the Australian Applied Management Colloquium, a scholarship program has been established to support Australian organisations to benefit from the program. The Colloquium Scholarship Program includes a commitment from WTAA to provide financial assistance to at least 15% of Colloquium participants. The scholarship program will also support efforts to attract participants from a diverse range of industries and locations - enriching the overall Colloquium experience.

Please direct all enquiries regarding scholarships to Kathleen Wilmott
Phone: 1300 138 037
Email: kwilmott@wtaa.com.au

