

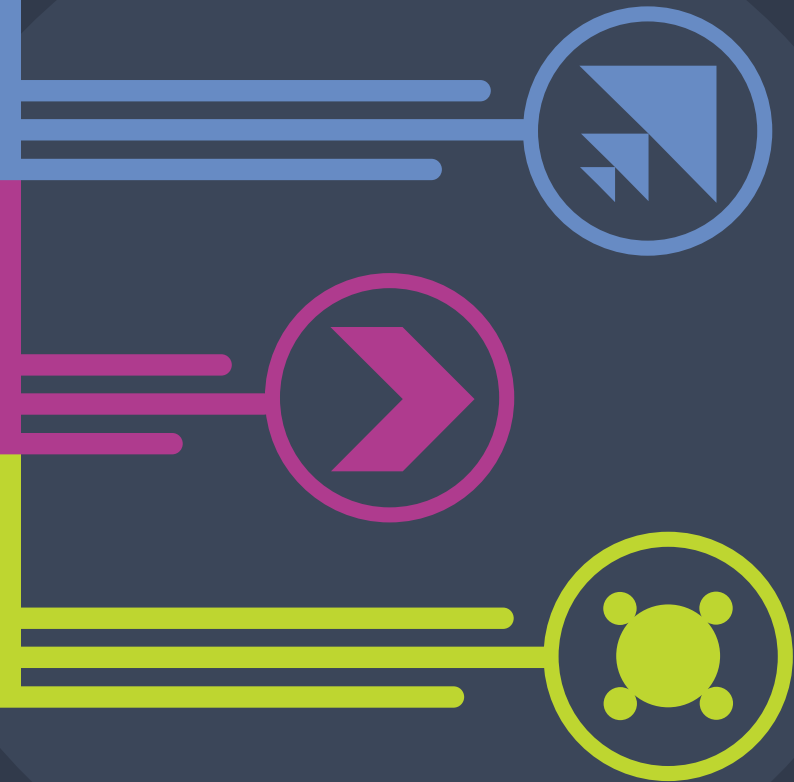


Public Sector
Commission

Learning and Development Prospectus

Learning opportunities for

**Building
Leadership
Impact**





Your invitation ...

This prospectus supports Building Leadership Impact and its impetus to improve leadership from a behaviour change perspective in all contexts from personal leadership through to sector leadership.

It outlines exciting, unique and bespoke opportunities specifically created for the sector and fully aligned with Building Leadership Impact.

There are tailored programs that deliver targeted leadership experiences for individuals at different levels and contexts. These experiences are linked and cumulative in nature to incrementally strengthen expected behaviours and mindsets over time and career progression.

There is also a range of learning opportunities that are curated to enhance leadership behaviours or address emerging issues and needs in our sector.

All learning experiences in this prospectus use the latest, evidence based learning methods and many provide access to national and global experts. Additionally, they often provide access to *our* experts – public sector professionals with a wealth of knowledge and specific understanding of Western Australian circumstances – delivering opportunities for growth and networks rarely available.

You are invited to take up these offerings, considering your aspirations, own reflections, feedback from trusted others and bringing a personal responsibility for improvement – no matter where you are in your leadership journey.

Tailored programs

Programs tailored to the needs of employees at specific levels and contexts.

Launch Levels 1 to 3

Laying the foundations in graduates for career success

Propel Levels 4 to 7

Shaping new people managers into leaders

Elev8 Level 8

Stretching the minds and actions of high performing Level 8s

Open learning

Learning opportunities to develop skills and capabilities.

Development Maps

Enhancing leadership behaviours through curated learning

Personal Leadership Suite

Supporting employees on their personal leadership journey

Leadership Conversations

Developing public sector leaders through access to national and global experts

Cultural Awareness

Building awareness for all employees to work in a culturally informed way

Induction

Introducing new employees to the public sector

Launch

Levels 1 to 3



An exciting graduate development program to lay the foundations for career success.

Now more than ever, the next generation of the public sector workforce needs to adapt, connect and work in new ways to find innovative responses to the challenges facing the sector.

This program is specifically for tertiary study graduates joining the public sector. It focuses on establishing a growth mindset and embedding key behaviours required for high performance in a rapidly changing environment.

In addition to deep insights from subject matter experts and experienced public sector employees, graduates also learn from peers and develop strong networks.

The program complements support and training provided to graduates by their agencies.

Features

- Expert and highly experienced presenters
- Strong focus on cognitive strategies and wellness
- Time and opportunities to foster professional networks

Who can take part

- Employees who commenced in the public sector in the previous 12 months and completed a tertiary qualification in the last 2 years
- Participants usually employed in agency graduate programs
- Participants usually at Levels 1 to 3 or equivalent

Selection process

Nominated by agency

Find out more and apply

[WA.gov.au](https://www.wa.gov.au) – search **Launch**

Details

 Frequency of offering

 Duration

 Charge/fee


 Delivery mode

 Number of places

 Once a year

 10 months, March to December

 \$725 per person

 Face to face and online via subject matter experts and Commission staff

 No limit



A future focused leadership development program to shape managers into leaders.

Stepping into a leadership position for the first time is exciting – and can also be challenging and difficult to navigate.

This microcredential program provides new leaders with the capabilities and insights needed for a positive start to their leadership journeys.

Its modern design helps employees propel their performance, accountability, purpose and change strategies.

With virtual workshops spaced over time, new leaders can experiment with their learnings as they forge a path to success.

Features

- Opportunities to explore and embed learnings
- Delivered by the highly respected University of NSW
- Credit points awarded to higher qualifications
- Group coaching
- 3 topics available:
 - Propel performance and accountability
 - Propel purpose and culture
 - Propel change strategies

Who can take part

- Leaders with 1 to 3 years of people management experience
- Participants usually at Levels 4 to 7 or equivalent

Selection process

- Online application
- Endorsement by agency

Undertaken by:

Public Sector Commission

Criteria:

- In first 3 years of a people manager role
- To build a diverse cohort of participants, consideration given to identified diversity groups

Find out more and apply

WA.gov.au – search **Propel**

Details


 Frequency of offering

 Duration

 Charge/fee


 Delivery mode

 Number of places

 12 modules across the year

 10 weeks for each module

 \$865 per person per module

 Online via contracted provider

 Maximum 25 per module



A uniquely tailored leadership development program to stretch the minds and actions of high performers at Level 8.

Challenge assumptions and explore new ways of leading by expanding mindsets, behaviours and actions.

This program is designed to grow these capabilities in high performing Level 8 WA public sector leaders.

It supports the transition from a competent team leader to an influential and adaptive leader of leaders.

It allows individuals to gain essential insights into the leadership required now and into the future to create the next generation of public sector senior executives.

Features

- Options to craft an individual development journey
- Specialised coaching sessions
- Working with other high performers
- Rare insights from local and global leadership experts

Who can take part

Level 8 or equivalent high performing leaders

Selection process

- Written application with line manager endorsement
- Shortlisting and interviews

Undertaken by:

Public Sector Commission

Criteria:

- Record of high performance
- Leadership experience
- Commitment to developing self and others
- Line manager endorsement
- To build a diverse cohort of participants, consideration given to identified diversity groups

Find out more and apply

WA.gov.au – search **Elev8**

Details

 Frequency of offering

 Duration


 Charge/fee


 Delivery mode

 Number of places

 Once a year

 8 months

 \$5,900 per person

 Face to face and online via subject matter experts and Commission staff

 Maximum 25

Development Maps

All levels



A curated array of learning and development to enhance leadership behaviours in all public sector leadership contexts.

The public sector needs effective leaders in all contexts – from leading self through to those who are leading the sector.

These online development maps are aligned with each of the leadership contexts in Leadership Expectations.

They provide just in time learning that focuses on the key leadership mindsets and behaviours expected in the sector.

There is an abundance of topics to explore, each with a variety of mediums (such as articles, videos and podcasts), and resources and activities to guide reflection and embed learning.

Features

- Learnings and experiences specifically for the WA public sector
- Learning journeys for all leadership contexts
- Focus on expected behaviours and mindsets
- Self paced and self directed
- Huge variety of learning formats
- Tools to support, embed and apply learnings

Who can take part

All public sector employees

Selection process

No selection process

Find out more and apply

Contact the agency [human resources/ learning development team](#)

Details


 Frequency of offering


 Duration

 Charge/fee


 Delivery mode

 Number of places

 Ongoing

 Self directed

 Free

 Online via the agency learning management system

 Unlimited

Personal Leadership Suite

All levels



A flexible suite of interactive courses to support employees on their personal leadership journey.

The suite of modules and workshops is designed specifically for the Personal Leadership context of Leadership Expectations for employees not in traditional leadership positions.

With a large portion of the public sector workforce operating in this context, the work has a critical impact on Western Australians.

The suite focuses on mastering skills that improve planning, quality, reliability, timeliness and working effectively with others; understanding and valuing agency culture; and adopting the professional standards required in the public sector.

Workshops

Workshops bring expected behaviours and mindsets to life by discovering how to:

- lead collectively
- think through complexity
- dynamically sense the environment
- deliver on high leverage areas
- build capability
- embody the spirit of public service
- lead adaptively.

E-learning modules

- The Power of an Intentional Mindset: What a mindset is, how to shift a mindset and how it impacts behaviours
- Positive Habits for Personal Performance: How to turn behaviours into habits to increase performance

Features

- Highly interactive
- Flexibility for both employees and agencies

Who can take part

- Workshops: Employees in the Personal Leadership context
- E-learning modules: All public sector employees

Selection process

No selection process

Find out more and apply

Contact the agency [human resources/ learning development team](#)

Details

 Frequency of offering

 Delivery mode

 Duration

 Number of places

 Charge/fee



Determined by the agency



E-learning modules; face to face and online workshops delivered by the agency



- 7 x 2 hour workshops
- 2 x 1 hour e-learning modules



- Online unlimited
- Face to face and online workshop limits set by the agency



Free

Leadership Conversations

All levels



A wide ranging series of conversations with national and global experts to develop public sector leadership.

Leadership Conversations is a series of online and interactive webinar conversations that bring new ideas and perspectives, challenge mindsets and inspire excellence.

Thought leaders from across the nation and the globe deliver dynamic and contemporary leadership development experiences to empower public sector leaders.

Incorporating practical tools and applications, this series has something for everyone, with conversations for all employees, mid-level managers and those in the Senior Executive Service including chief executives.

Features

- Free of charge
- Accessed on the go or at work
- Interactive format
- Activities and practical tools to embed learnings in the workplace

Who can take part

There are 4 conversations each year for these employee groups:

- Individual contributors – employees not yet in traditional leadership positions
- People leaders – leaders responsible for motivating and enabling their direct reports to deliver high quality work
- Senior executives – including chief executives and those in the Senior Executive Service (SES) and equivalent roles (Level 9 and above)

Selection process

No selection process

If over subscribed a wait list is established and places allocated if/when available.

Find out more and apply

[WA.gov.au](https://www.wa.gov.au) – search [Leadership Conversations](#)

Details

 Frequency of offering

 Duration

 Charge/fee

 Delivery mode

 Number of places



12 conversations held each year



1.5 to 3 hours each



Free



Online via the Public Sector Commission



- 500 limit for conversations open to all staff
- 250 limit for conversations for mid-level managers
- 100 limit for conversations for the Senior Executive Service

Cultural Awareness

All levels



An interactive online resource to increase understanding of Aboriginal and Torres Strait Islander culture, history and experiences.

It is vital for everyone in the public sector to work in a culturally informed way.

This resource aims to increase knowledge and understanding of the world's oldest continuous culture. It covers 4 key areas of family, education, country and work.

Each area includes historical and contemporary information with audio and images to encourage reflection, and questions to reinforce understanding.

Completing this resource meets the mandatory requirement for all public sector employees (who work for more than 3 months) to undertake cultural awareness training.

Features

- Self paced
- Engaging narrative style content
- Endorsed by the Aboriginal Advisory Council of Western Australia
- Meets public sector mandatory training requirements

Who can take part

- Employees of more than 3 months yet to undertake cultural awareness training
- Employees wanting to refresh their cultural knowledge and understanding

Selection process

No selection process

Find out more and apply

WA.gov.au – search **Cultural awareness training**

Details


 Frequency of offering

 Duration

 Charge/fee


 Delivery mode


 Number of places

 Open all year round

 Approximately 30 minutes

 Free

 Online via WA.gov.au or the agency learning management system

 Unlimited

Induction

All levels



A snappy introduction to the public sector for all employees.

Induction is an important way to ensure public sector employees have the foundational knowledge they need to play their role in enhancing the state's growth and prosperity.

This online induction supports employees to understand the breadth and scope of the public sector, what it means to be a sector employee, and what is expected of employees in their service to the community.

The induction is vital for new and returning public sector employees to help them understand where they fit into the broad work of the sector to support the people and communities of Western Australia.

Features

- Online and self paced
- Interactive and engaging
- Accessible across WA
- Fresh way of viewing the work of the sector

Who can take part

- Employees new to the public sector
- Employees returning to the public sector
- Employees wanting a refresher

Selection process

No selection process

Find out more and apply

WA.gov.au – search **Induction**

Details


 Frequency of offering

 Duration

 Charge/fee


 Delivery mode

 Number of places

 Open all year round

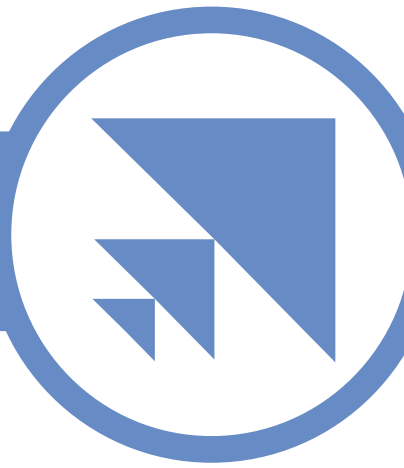
 Approximately 30 minutes

 Free

 Online

 Unlimited

Partnerships in the public sector



Numerous organisations provide high quality training and development – both here in Western Australia and globally – that can be accessed in many different ways.

The Public Sector Commission has partnerships with the following 3 organisations:

ANZSOG

Created by government for government, the Australia and New Zealand School of Government (ANZSOG) works with owner governments (of which Western Australia is one) and partner universities to strengthen the quality of public sector leadership.

It provides unique education programs, thought leadership and government focused research to meet the challenges faced by public services.

Education programs include the Executive Master of Public Administration and Executive Fellows Program as well as online masterclasses and courses covering communications, leadership, regulation and strategic thinking.

www.anzsog.edu.au

Institute of Public Administration Australia WA (IPAA WA)

IPAA WA is a not for profit professional association for those interested in public administration and public sector reform to exchange ideas on trends, practices and innovations. Its purpose is to advance excellence in the public sector.

IPAA WA offers opportunities for sharing and learning through events, courses and networking.

Courses aim to develop the knowledge, skills and capabilities that government organisations need now and into the future. Content is based on research conducted with public sector organisations and supports current government policy directions.

IPAA WA has individual and corporate membership categories, with tiered prices for events and courses. There are also prices for non-members.

www.wa.ipaa.org.au

Leadership WA

Leadership WA delivers professional development programs to build the leadership capacity of Western Australians.

Programs encourage participants to examine their personal experiences, the experiences of their cohort and the experiences of the many highly influential external speakers involved.

This approach ensures relevance, boosts self confidence and increases personal growth while challenging participants to question and critically assess their deeply held assumptions and how they relate to the wider world.

Offerings include the Signature Leadership Program, Rising Leadership Program, Aspiring Leadership Course and LeadAbility Course.

www.leadershipwa.org.au



We are proud to deliver our services from Whadjuk Noongar boodja.
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