



## IPAA ACT EL2 Leaders Program

# Navigating Leadership Challenges in the Public Sector

## 2024 PROGRAM SNAPSHOT

### OVERVIEW

This program will explore leadership with a focus on unlocking strategic shifts, addressing global trends, and exploring behavioural, cultural and structural challenges to leadership, diversity, and ethics. You will engage in discussions, workshops, and networking opportunities designed to your leadership journey in the public sector.

### DELIVERY

This program is delivered face to face in Canberra over three days.

### WHO CAN APPLY?

The Navigating Leadership Challenges in the Public Sector program is open to IPAA ACT organisational members only. Check if your organisation is a member [here](#).

This program is specifically designed for high-performing and experienced EL1 or EL2 (or equivalent in the private and academic sectors).

If you would like to know more about the program, please reach out to the IPAA ACT team on

**02 6154 9800** or [capability@act.ipaa.org.au](mailto:capability@act.ipaa.org.au).

### THE PROGRAM

**SESSION 1**  
LAUNCH AND ETHICS  
AND INTEGRITY IN  
LEADERSHIP  
Tue 10 Sep,  
9:30am- 1:00pm

In this session, you will revisit and then translate your own ethical leadership practice into a broader cultural context that supports others to behave and think ethically. You will explore how to foster trust and psychological safety to overcome shadow values and power dynamics, and use language and humility to enable accountability, normalise ethical conversations and empower a speak-up culture.

**SESSION 2**  
BEHAVIOURAL  
CHANGE TO  
EMPOWER LEADERS  
Tue 10 Sep,  
1:30pm-4.30pm

In this session, we'll tackle the critical issue of unconscious bias within the public sector and how it impacts on the employment experience. This session will shed light on three key forms of unconscious bias – gender bias, affinity bias, and confirmation bias – and how to address them.



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<p><b>SESSION 3</b>  <b>MANAGING YOUR CAREER</b>          Wed 11 Sep,          9:30am-1:00pm</p>	<p>Our expert coaches will guide you through personalised exercises, providing feedback to help you overcome career obstacles and continue your growth. This session is not just about looking back—it's about sharpening your focus on future goals and building the momentum you need to achieve them.</p>
<p><b>SESSION 4</b>  <b>UNLOCKING STEWARDSHIP</b>          Wed 11 Sep,          1:30pm-4:30pm</p>	<p>In this session, you will discuss unlocking stewardship and its critical role in leadership. You will examine integrating stewardship into your leadership approach, fostering a culture of accountability, integrity and service, exploring the skills and mindset necessary to uphold public trust, promote ethical governance and supporting the public interest now and into the future.</p>
<p><b>SESSION 5</b>  <b>APPLYING SYSTEMS THINKING TO LEADERSHIP CHALLENGES</b>          Thu 12 Sep,          9:30am-3:30pm</p>	<p>This final session will prepare you for a world where complexity is the norm by introducing the fundamentals of systems thinking and how it can enhance your ability to lead effectively. You will apply systems thinking to a current leadership challenge, gaining a holistic view of your organisation and the public sector through highlighting the interconnectedness of processes, people, and outcomes.</p>
<p><b>SECRETARY SERIES – ADAM FENNESSY PSM</b>  <b>OPTIONAL</b>          Thu 12 Sep,          4pm-6pm</p>	<p>You are invited to join us for our Secretary Series with Adam Fennessy PSM, Secretary of the Department of Agriculture, Fisheries and Forestry. Adam will reflect on his first year in the role, followed by an audience Q&amp;A. After the discussion, join us for a networking session and connect with other public sector professionals.</p>