



IPAA ACT Emerging Leaders Program

2025 PROGRAM SNAPSHOT

EXCEPTIONAL LEADERSHIP SKILLS DEVELOPMENT AND NETWORKING FOR EMERGING FIRST NATIONS LEADERS IN THE PUBLIC SECTOR.

"As an emerging leader, I found the sessions very helpful, especially when finding out what true leadership is and what we are capable of doing as an individual."

- 2024 Emerging Leaders Program Participant

OVERVIEW

This program for APS 4-5 (and equivalent) emerging First Nations leaders working in the Commonwealth and ACT public sector will connect you to a network of like-minded emerging leaders from across the public sector.

This program has been designed to emphasise Australian Aboriginal and Torres Strait Islander leadership voices and lived experiences. We aim to provide a brave space to build resilience and your authentic leadership brand. The program will build from the lived experience of leaders and presenters working in community, policy and implementation fields across the public sector system. Learn from those who have walked that path before you, and work with your peer group to build from those foundations, effectively navigate the cultural load, achieve outcomes and build a network to walk alongside you as your public sector career makes a difference.

THE PROGRAM

<p>SESSION 1 LEADERSHIP (DIGITAL)</p>	<p>This opening session sets the scene for the program, exploring the multifaceted nature of leadership and its significance in guiding and inspiring others. It also examines the structures and frameworks inherent within the public sector system, providing a deeper understanding of the landscape in which you operate.</p>
<p>SESSION 2 COMMUNICATION (DIGITAL)</p>	<p>In this session, you will explore communication styles, effective storytelling techniques, and strategies for navigating challenging conversations within the context of leadership. We will empower you to effectively convey messages, drive positive change, and build stronger relationships.</p>

DELIVERY

The First Nations Emerging Leaders will be offered as a hybrid program with sessions delivered virtually and in person. Cohort 1 is from May to June, Cohort 2 is in July.

WHO CAN APPLY?

The First Nations Emerging Leaders program is open to IPAA ACT organisational members only. Check if your organisation is a member here. Applicants should be at APS4 to APS5 level, or equivalent levels for the private sector or academia, and identify as Aboriginal or Torres Strait Islander. The program is not suitable for those currently undertaking a graduate program.

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.



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THE PROGRAM

SESSION 3 MANAGING SELF AND WELL-BEING (FACE TO FACE)	In this session, you'll reflect on personal values, how to navigate challenges with resilience and embrace your leadership identity. Knowing what motivates and drives you, will help you shape your community and the public sector system in a meaningful way.
SESSION 4 INFLUENTIAL LEADERSHIP (FACE TO FACE)	Exploring techniques for inspiring and motivating peers, teams, and broader communities, this session cultivates collaboration and collective action. Through discussions and practical exercises, you will gain the skills and confidence to lead confidently, influence upward, and cultivate a culture of engagement and empowerment.
SESSION 5 PERSONAL BRAND (FACE TO FACE)	This session is focused on personal brand development and self-advocacy, while exploring strategies for driving career development and advancement. In a series of guided exercises and discussions, you will learn how to effectively communicate your value proposition, articulate your strengths, and advocate for yourself.
SESSION 6 ACTION PLAN (FACE TO FACE)	In the final session, we'll work with you to develop an action plan for continued growth. You will document key learnings from the program and identify specific goals and strategies to propel your leadership journey. This session provides a structured framework for translating insights and inspiration into tangible actions.
POST PROGRAM REFLECTIONS 1 (DIGITAL)	DIGITAL regrouping after the program to reflect and discuss what lessons you have applied and the challenges you have encountered.
POST PROGRAM REFLECTIONS 2 (DIGITAL)	DIGITAL regrouping to reflect and discuss what lessons you have applied and what to do next.

"Please run this course for forever. I've lived in Canberra and been in the APS for almost two years and this is the first time I've felt safe being open and honest about my work life."

- 2024 Emerging Leaders Program Participant

"I found this program very beneficial and really enjoyed that it was a safe place for us all to talk about our shared experiences."

- 2024 Emerging Leaders Program Participant