



Emerging Leaders Program

Lead with identity. Influence authentically. Create lasting impact.

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 – every facilitator and speaker is a deadly First Nations leader and advocate. We aim to provide a brave space to build resilience and your authentic leadership brand. The program builds 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, effectively navigating the cultural load, achieving outcomes and building a network to walk alongside you as your career makes a difference.

DELIVERY

In 2026, the program will be offered 2 times.

June – Hybrid (digital + in-person) and November – Intensive in-person

All in person sessions are held in Canberra. Digital sessions are delivered via MS Teams.

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.

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

THE PROGRAM

<p>SESSION 1 LEADERSHIP</p>	<p>This opening session sets the scene for the program, exploring the multifaceted nature of leadership from both Western and First Nations perspectives. It also includes the DISC profile for each participant, helping you to deepen self-awareness and increase understanding of others. The session also starts some key thinking about the leader you want to become.</p>
<p>SESSION 2 COMMUNICATION</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>
<p>SESSION 3 MANAGING SELF AND WELLBEING</p>	<p>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.</p>
<p>SESSION 4 INFLUENTIAL LEADERSHIP</p>	<p>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.</p>
<p>SESSION 5 PERSONAL BRAND</p>	<p>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.</p>
<p>SESSION 6 ACTION PLAN</p>	<p>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.</p>
<p>POST PROGRAM REFLECTIONS 1</p>	<p>DIGITAL regrouping after the program to reflect and discuss what lessons you have applied and the challenges you have encountered.</p>
<p>POST PROGRAM REFLECTIONS 2</p>	<p>DIGITAL regrouping to reflect on and discuss what lessons you have applied since completing the program and what to do next.</p>

2026 CALENDAR

COHORT 1 - Hybrid

Session 1	digital	May TBC	9:30 am – 1 pm
Session 2	digital	May TBC	9:30 am – 1 pm
Session 3	in-person	02 Jun	9:00 am – 12:30 pm
Session 4	in-person	02 Jun	1:30 pm – 5 pm
Session 5	in-person	03 Jun	9:00 am – 12:30 pm
Session 6	in-person	03 Jun	1:30 pm – 5 pm
Reflections 1	digital	TBC	9:30 am – 10:30 am
Reflections 2	digital	TBC	9:30 am – 10:30 am

COHORT 2 - Intensive

Session 1	in-person	10 Nov	9:00 am – 12:30 pm
Session 2	in-person	10 Nov	1:30 pm – 5 pm
Session 3	in-person	11 Nov	9:00 am – 12:30 pm
Session 4	in-person	11 Nov	1:30 pm – 5 pm
Session 5	in-person	12 Nov	9:00 am – 12:30 pm
Session 6	in-person	12 Nov	1:30 pm – 5 pm
Reflections 1	digital	26 Nov	9:30 am – 10:30 am
Reflections 2	digital	9 Dec	9:30 am – 10:30 am