

Leadership Program Co Design Workshop 2 Summary

13 May 2024

Room 29 Leo Zussino Building, CQUniversity Gladstone Marina Campus, Gladstone

We acknowledge the Bailai, Gooreng Gooreng, Gurang, and Taribelang Bunda people, the traditional custodians of this land. We pay respect to Elders, past, present and emerging. We extend this respect to other Aboriginal and Torres Strait Islander people.

Attendees

- Charmaine Tolhurst – Gladstone Women’s Health
- Ellie Thomas – Foundations Care
- Karla Comber – Foundations Care
- Kylie Robertson – Foundations Care
- Kerry Myers – Roseberry QLD
- Trish Lisle – CQ Rural Health
- Vicki Denton – Anglicare CQ
- Mitra Khakbaz – Gladstone Women’s Health
- Bree Cook-Watkins – Anglicare CQ

Purpose

The purpose of this series of workshops is to answer the question:

“What should be included in a fit for purpose (tailored) leadership program (bespoke) for the Gladstone Human Services Sector?”

Preface

- At a high level (from the introduction to workshop 1), training to support capacity building needs of the sector is identified locally as a key enabler of continuous improvement and service system integration and is a priority action of the community designed and owned Gladstone Region Wellbeing Action Plan.
- A three-workshop program was designed to address what leadership capabilities are required for leaders at all levels of the organisations within the Gladstone Human Services Sector
- Workshop one (April 30) was focused on brainstorming the broad list of leadership skills and capabilities that the workshop attendees felt would be beneficial and that would set leaders up for success.
- That list was subsequently collated, and categorised (by the four common approach principles)
- Workshop two (today) is focused on further collating that list of capabilities, and further sorting them into ‘elements’ or ‘areas’ that can developed into a leadership training program or package

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Gladstone Region engaging in action Together

Workshop Discussion

Holistic

The Skills

1. Self-care

(self-accountability) – more operational

- Genuine self-care techniques
- Brain health for leaders
- Protective factors to burnout and fatigue (Third Space)

Outcome

- Prevent burnout and fatigue – Happy and healthy leaders.

2. Legal Obligations/Boundaries

- Legal moral requirements – eg psycho-social safety and duty of care (Sept.2023)
- Employee relations – eg effectively addressing performance capacity and capability and importance of file notes.
- Conflict of interest (Risk awareness and “the radar”)
- Common law components

Outcome

- Alignment of complex and legal obligations.

3. Moral Obligations/Boundaries

- Boundaries – eg The Third Space
- Conversationally (us process!)

Outcome

- Happy and healthy workplaces (Mateship!)

Question

Am I covering all wellbeing areas?

Strengths-based

The Skills

1. Motivation and intrinsic drivers

Leadership Disciplines

- Purposeful and passionate leadership – start with ‘Why’. Sustain purposeful and passionate leadership. (leader & team)
- Build a personal brand as a leader/team.

Outcome

- Be purposeful and passionate leaders!

2. Nurture others

- Identify and harness strengths and learning styles of others.
- Celebrate communication success and recognition - eg case studies and reporting.

Question

What’s going well to help the area of need?

- Neuro-affirming approaches – including role requirements and capacity (capability)

Outcome

- Others feeling nurtured.
- Bring out the best in others.

3. Succession Planning and Capacity Building

- Succession Planning and development
- Effective and meaningful supervision – Including supervision notes. Different to case consulting.
- Evidence-based coaching and mentoring - Individuals and team levels
- Recognise intrinsic drivers and understanding the difference in others (inspire)

Outcome

- Capacity buildings

Leadership – centred

The Skills

1. Optimise Capacity

Enhancing leadership capability

- Leading change including change management process.
- Goal setting – eg SMART
- Strategic mindset, thinking and habits – Set up for success; start working on improving ‘it’, stop working in ‘it’.

2. Communication with Influence

- Discernment in communication – eg know what to share, when and how.
- Frame and reframe communication message – eg Green Reframing.
- Communicate with influence – eg LARSQ approach.
- Brave and courageous conversations – Conversation up and down e.g. expectations, support and performance
- Level of influence (support)
- Curious questioning

Outcome

- Clear communication

3. Emotional Intelligence

- Emotional intelligence and regulation
- Adaptive capacity – balance case load and operational load
- Reflective practice

Outcome

- Emotionally connected workforce

Working in Partnership

For everyone just for leaders

The Skills

1. Working in Partnership

- How to build strong partnership and collaborations, locally and outside the region.
- Understand partners and the wider ecosystem – Including ecosystem mapping and resources.
- Knowledge and interpretation of contract deliverables (key performance indicators) and outcomes.
- Understanding commitment levels and program types.
- Cultural Competence
- Power and Equity

Outcome

- Collaborative Partnerships!
- More connected clients and community!

Question

Are we working together with everyone involved?

For further Information



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